

*GRI and UN Global
Compact Index 2020*



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Environment

The scope of consolidation for the environmental key figures comprises the Fraport parent company and the fully consolidated investments with significant environmental impacts. In 2016 and 2017, these were: Gesellschaft für Cleaning Service mbH & Co. (GCS), Airport Cater Service GmbH (ACS), FraGround as well as the Group airports Varna, Burgas, Lima, and Ljubljana. In 2018, the scope of consolidation was expanded to include the 14 Greek airports of Fraport Greece and the Brazilian Group airports of Porto Alegre and Fortaleza. Wherever data could be provided, they were included in the key figures. Due to the pandemic, the figures from 2020 are not comparable with the developments from previous years.

The environmental key figures are calculated at the Group level via an SAP-supported application. Different collection methods are indicated in individual cases. All data and information was collected by the relevant departments/consolidated Group companies.

The usual, and in our opinion appropriate, methods, calculations, and estimates are employed to determine the reporting data. It cannot be ruled out that individual GRI indicators may be associated with a degree of uncertainty.

Key figures validated by an external environmental assessor pursuant to EMAS are shown with colored backgrounds.

One traffic unit is equivalent to one passenger or 100 kg of air freight or air mail.

Group Companies with Certified Environmental Management Systems

	Unit	2018	2019	2020
Proportion of fully consolidated Group Companies with certified environmental management systems ¹⁾	Percent	86.7	84,1	85.9

¹⁾ Proportion of fully consolidated, environmentally relevant Group companies.

GRI 302 Energy 2016

GRI 302-1 Energy consumption within the organization (1/2)

	Unit	2018	2019	2020
Group				
Total energy consumption (Scopes 1 and 2)	TJ	3,278.1	3,240.5	2,496.1
Purchased direct energy sources (Scope 1)	TJ	589.1	581.7	352.0
Of which renewable energy sources	%	<<1	<<1	<<1
Of which non-renewable energy sources	%	>>99	>>99	>>99
Natural gas ⁷⁾	TJ	29.3	25.2	24.4
Liquid gas (LPG)	TJ	7.5	11.3	8.5
Heating oil ⁷⁾	TJ	101.2	95.3	79.9
Heating oil ⁷⁾	million liters	2.804	2.600	2.214
Diesel ^{1), 2), 7)}	TJ	402.4	402.3	214.2
Diesel ^{1), 2), 7)}	million liters	11.303	11.302	6.016
Gasoline ^{1), 2), 7)}	TJ	46.1	46.1	24.5
Gasoline ^{1), 2), 7)}	million liters	1.424	1.423	0.756
Kerosene (Jet A1)	TJ	2.6	1.5	0.5
Kerosene (Jet A1)	million liters	0.074	0.044	0.015
Purchased indirect energy (Scope 2) ^{3), 4)}	TJ	2,689.0	2,658.8	2,144.1
Electricity ^{3), 4), 6), 7)}	TJ	1,636.6	1,636.3	1,315.1
Electricity ^{3), 4), 6), 7)}	million kWh	454.6	454.5	365.3
District heating ³⁾	TJ	597.1	609.4	508.1
District heating ³⁾	million kWh	165.8	169.3	141.1
District cooling ³⁾	TJ	455.3	413.1	321.0
District cooling ³⁾	million kWh	126.5	114.7	89.2

1) Fuel consumption for mobile work machines and cars on the apron and operating roads.

2) Fuel consumption for the private use of company vehicles is not taken into account.

3) All information includes technical losses.

4) The percentage of renewable energies is stated for the Fraport parent company. 100% renewable energy at Ljubljana Airport.

5) 2018/2019 change due to weather (mild winter, hot and prolonged summer).

6) Value at time of checks. As a result of the continuous checks customary in the energy industry, the value may still change after publication.

7) Minor adjustment made to 2019 figure.

GRI 302-1 Energy consumption within the organization (2/2)

	Unit	2018	2019	2020
Fraport parent company				
Total energy consumption	TJ	2,686.37	2,633.39	2,026.33
Purchased direct energy sources (Scope 1)	TJ	505.62	504.59	297.87
Of which renewable energy sources	%	<< 1	<< 1	<< 1
Of which non-renewable energy sources	%	>>99	>>99	>>99
Natural gas ⁵⁾	TJ	4.5	4.7	4.4
Liquid gas (LPG) ⁵⁾	TJ	7.2	8.8	7.1
Heating oil ⁵⁾	TJ	87.73	90.88	76.22
Heating oil ⁵⁾	million liters	2.430	2.518	2.111
Diesel ^{1), 2)}	TJ	361.6	356.9	187.9
Diesel ^{1), 2)}	million liters	10,157	10,026	5,278
Gasoline ^{1), 2)}	TJ	42.1	41.8	21.8
Gasoline ^{1), 2)}	million liters	1,299	1,292	0,672
Jet fuel (Jet A1)	TJ	2.51	1.44	0.52
Jet fuel (Jet A1)	million liters	0.072	0.041	0.015
Purchased indirect energy (Scope 2) ³⁾	TJ	2,180.8	2,128.0	1,728.5
Electricity ³⁾	TJ	1,129.3	1,107.6	900.4
Electricity ^{3), 6)}	million kWh	313.7	307.7	250.1
Of which renewable energy sources	%	45.9	55.2	57.3
Of which non-renewable energy sources	%	54.1	44.8	42.7
District heating ^{3), 5)}	TJ	596.2	608.2	507.1
District heating ^{3), 5)}	million kWh	165.6	168.9	140.9
District cooling ^{3), 5)}	TJ	455.3	413.0	320.9
District cooling ^{3), 5)}	million kWh	126.5	114.7	89.1

1) Fuel consumption for mobile work machines and cars on the apron and operating roads.

2) Fuel consumption for the private use of company vehicles is not taken into account.

3) All information includes technical losses.

4) The percentage of renewable energies is stated for the Fraport parent company. 100% renewable energy at Ljubljana Airport.

5) 2018/2019 change due to weather (mild winter, hot and prolonged summer).

6) Value at time of checks. As a result of the continuous checks customary in the energy industry, the value may still change after publication.

7) Minor adjustment made to 2019 figure.

GRI 302-2 Energy consumption outside of the organization

	Unit	2018	2019	2020
Fraport parent company				
Total energy consumption Scope 3	TJ	21,306.0	21,428.3	9,994.1
Aircraft traffic ^{1), 5)}	TJ	13,862.8	13,730.3	5,719.3
Employee traffic Fraport AG and third parties at the airport ²⁾	TJ	1,771.2	1,760.6	1,160.4
Passenger traffic (originating passengers) ^{3), 5)}	TJ	3,577.0	3,995.0	1,463.0
Business trips of Fraport AG employees ⁴⁾	TJ	10.7	10.3	1.3
Third party energy consumption (infrastructure and vehicles)	TJ	2,084.4	1,932.0	1,650.1

1) Air traffic up to 914 m (LTO cycle) of all aircraft landing and taking off at Frankfurt Airport.

2) Commuting to and from workplace.

3) Arrival and departure of originating passengers, individual and public transport.

4) Includes automobiles, rail, and flights.

5) 2019: Increase in aircraft movements and passengers.

GRI 302-3 Energy intensity

	Unit	2018	2019	2020
Group				
Specific total consumption	TJ per million traffic units	19.3	18.9	38.9
Purchased direct non-renewable energy sources (Scope 1)	TJ per million traffic units	3.5	3.4	5.5
Purchased energy (Scope 2)	TJ per million traffic units	15.9	15.5	33.4
Fraport parent company				
Specific total consumption	TJ per million traffic units	29.5	28.8	53.5
Purchased direct non-renewable energy sources (Scope 1)	TJ per million traffic units	5.5	5.5	7.9
Purchased energy (Scope 2)	TJ per million traffic units	23.9	23.3	45.6

GRI 302-4 Reduction of energy consumption

	Unit	2018	2019	2020
Fraport parent company				
Energy savings due to conservation and efficiency improvements ^{1), 2), 3)}	million kWh	89.84	112.00	130.10

1) The base year is 2008; cumulative effects from 2008 if also effective in the subsequent years. The saving achieved in the current year under review is the difference between the current value and value for the previous year (for further explanations see GRI 302-4 in text session).

2) Calculation of energy that could be saved due to better procedures; exchanging or retooling plant and equipment; or modified employee behavior. The reduction relates to all media.

3) Calculated figures. Enquiries about the status of the savings projects are made at the end of March of the following year. The reported value at the time of the audit is still provisional, but may change after publication.

GRI 303 Water 2018

GRI 303-3 Total water withdrawal

	Unit	2018	2019	2020
Group				
Total water withdrawal	million m ³	2.193	2.631	1.574
Total water withdrawal	Liters per traffic unit	17.7	18.7	28.3
Drinking water	million m ³	1.462	1.952	1.199
Service water	million m ³	0.731	0.679	0.374
Fraport parent company				
Total water withdrawal ¹⁾	million m ³	1.416	1.436	0.905
Total water withdrawal ^{1), 2)}	Liters per traffic unit	15.5	15.7	23.9
Drinking water ^{1), 3)}	million m ³	0.689	0.760	0.546
Service water ^{1), 3), 4)}	million m ³	0.408	0.727	0.359

*) Excluding Fraport Greece. From 2019 including Fraport Brasil Porto Alegre and Fraport Brasil Fortaleza.

1) Total use by airport minus consumption by third parties at Frankfurt Airport site.

2) From local authority water supplies.

3) The service water is processed from surface water, rain water, and ground water. If necessary, drinking water is added.

4) 2018: Increased water consumption due to construction activities at Terminal 3.

AO4 Quality of rain water

	Unit	2018	2019	2020
Fraport parent company				
Hydrocarbons ¹⁾	mg/l	<0.1	<0.2	0.1
Settleable solids ¹⁾	ml/l	0.1	<0.1	0.27

1) Each month, a 2-hr mixed sample is taken using a stationary sampling measuring station from the rain water drains shortly before entry to the Main.

GRI 304 Biodiversity 2016

GRI 304-1 Sites in or adjacent to protected areas

	Unit	
Fraport parent company		
Frankfurt Airport¹⁾		
Distance from airport		Neighboring
Land area	ha	3,229
Biodiversity value ²⁾	Description	Five protected areas as defined by the fauna and flora directive
Distance from airport		Neighboring
Land area	ha	4,283
Biodiversity value ²⁾	Description	Two protected areas as defined by the EU Birds Directive
Group		
Lima Airport¹⁾		
Distance from airport	m	100
Biodiversity value ²⁾	Description	Peregrine falcons, migratory birds such as seagulls, owls, others
Burgas Airport¹⁾		
Distance from airport	m	1,000
Land area	ha	1,075
Biodiversity value ²⁾	Description	Atanasovsko Lake is a "defensive area"
Ljubljana Airport¹⁾		
Distance from airport	m	On the airport site, landing approach line up to 200 ft, take-off line up to 500 ft
Land area	ha	316.07
Biodiversity value ²⁾	Description	No official protection status, common buzzards, kestrel, barn swallow
Fortaleza Airport¹⁾		
Distance from airport	m	425
Land area	ha	1,571
Biodiversity value ²⁾	Description	No official protection status, public garden
Distance from airport	m	30
Land area	ha	16
Biodiversity value ²⁾	Description	No official protection status, lake in the city

1) The operating sites in or adjacent to a protected area or containing a protected area are relevant to the survey.

2) The biodiversity value is determined by the quality attribute of the protected area and the listed protection status.

Area use

	Unit	2018	2019	2020
Fraport parent company at Frankfurt Airport				
Owned area ¹⁾	ha	2,285	2,287	2,287
Of which paved	ha	1,104	1,104	1,116
Varna Airport				
Owned area ¹⁾	ha	223	223	223
Of which paved	ha	55	55	55
Burgas Airport				
Owned area ¹⁾	ha	253	253	253
Of which paved	ha	64	64	64
Ljubljana Airport				
Owned area ¹⁾	ha	280	280	281
Of which paved	ha	76	82	82
Fortaleza Airport				
Owned area ¹⁾	ha	–	455	455
Of which paved	ha	–	22	22
Porto Alegre Airport				
Owned area ¹⁾	ha	–	360	360
Of which paved	ha	–	29	29

1) Contiguous owned area.

2) Brazilian airports reported for the first time in 2019.

GRI 305/306 Emissions, Effluents, and Waste 2016

Direct and indirect CO₂ emissions (Scope 1 and 2)

	Unit	2018	2019	2020
Group				
CO ₂ emissions				
direct and indirect CO ₂ emissions ¹⁾	1,000 CO ₂	244.0	229.8	170.7

1) Reported values may change subsequently. See GRI 302-1 Energy consumption within the organisation, footnote 6.

GRI 305-1 Direct greenhouse gas emissions (Scope 1) incl. GRI 305-4

	Unit	2018	2019	2020
Group				
CO ₂ emissions				
direct CO ₂ emissions ¹⁾	1,000 CO ₂	42.9	42.5	25.5
Climate intensity of traffic volume				
direct CO ₂ emissions ¹⁾	kg CO ₂ per traffic unit	0.25	0.25	0.40
Fraport parent company				
CO ₂ emissions				
direct CO ₂ emissions ¹⁾	1,000 CO ₂	37.2	37.1	21.9
Climate intensity of traffic volume				
direct CO ₂ emissions ¹⁾	kg CO ₂ per traffic unit	0.41	0.41	0.58
Other relevant greenhouse gas emissions ²⁾	metric tons CO ₂	1,61	1,44	0,80

1) Direct emissions using Scope 1 GHG Protocol Standards: Fuels, fuels for combustion plants, in this case heating oil, natural gas, propane gas.

2) Only CO₂ equivalent refrigerant consumption Fraport AG (emissions of other greenhouse gases at the airport are negligible according to studies carried out in 2005).

GRI 305-2 Energy indirect greenhouse gas emissions (Scope 2) incl. GRI 305-4

	Unit	2018	2019	2020
Group				
CO ₂ emissions				
indirect CO ₂ emissions ¹⁾	1,000 CO ₂	201.1	185.3	145.2
Climate intensity of traffic volume				
indirect CO ₂ emissions ¹⁾	kg CO ₂ per traffic unit	1.19	1.08	2.26
Fraport parent company				
CO ₂ emissions				
indirect CO ₂ emissions ¹⁾	1,000 CO ₂	151.4	133.2	107.4
Climate intensity of traffic volume				
indirect CO ₂ emissions ¹⁾	kg CO ₂ per traffic unit	1.66	1.46	2.83

1) Indirect emissions using the Scope 2 GHG Protocol Standard: Purchase of electricity (Group), district heating, district cooling (Fraport at the Frankfurt site).

GRI 305-3 Other indirect greenhouse gas emissions (Scope 3)

	Unit	2018	2019	2020
Fraport parent company (Scope 3 pursuant to GHG)				
Aircraft traffic ^{1), 6)}	1,000 CO ₂	1,017.1	1,007.5	420.1
Employee traffic Fraport AG and third parties at the airport ²⁾	1,000 CO ₂	128.9	127.8	93.9
Passenger traffic (originating passengers) ^{3), 6)}	1,000 CO ₂	245.8	273.9	96.9
Business trips of Fraport AG employees ⁴⁾	1,000 CO ₂	0.77	0.00	0.00
Third party energy consumption (infrastructure and vehicles)	1,000 CO ₂	183.5	164.7	133.9
Other relevant greenhouse gas emissions ⁵⁾	metric tons CO ₂ equivalent	<2	<2	<2

1) Air traffic up to 914 m (LTO cycle) of all aircraft landing and taking off at Frankfurt Airport.

2) Commuting to and from workplace.

3) Arrival and departure of originating passengers, individual and public transport.

4) Includes automobiles, rail, and flights.

5) According to investigations in 2005, the emissions of other greenhouse gases at the airport are virtually non-existent.

6) 2019: Increase in flight movements and passengers.

GRI 306-1 Total water discharge

	Unit	2018	2019	2020
Group¹⁾				
Sewage water	Million m ³	2.476	2.975	1.969
Sewage water	Liters per traffic unit	20.00	22.50	28.90
Frankfurt Airport				
Sewage water ^{1), 2)}	Million m ³	2.156	2.142	1.496
Sewage water ²⁾	Liters per traffic unit	23.6	23.4	39.5
BSB5 ³⁾	Metric tons	1,590	1,464	412

*) Excluding Fraport Greece, Fraport Brasil Porto Alegre.

1) Sewage water is treated in the fully biological Fraport AG treatment plant as well as the fully biological treatment plants in Frankfurt-Niederrad and Frankfurt-Sindlingen. Due to the separation of rain water containing de-icing chemicals, the quantity of sewage water has risen. The water containing de-icing chemicals has been directed into the treatment plants via the sewage water drain network since 2012.

2) Sewage water from Fraport AG and over 500 other companies at Frankfurt Airport.

3) BSB5 indicates the amount of oxygen that bacteria and other microorganisms in a water sample need to aerobically remove the substances in the water in the space of five days at a temperature of 20 degrees Celsius.

GRI 306-2 Waste by type and disposal method

	Unit	2018	2019	2020
Group¹⁾				
Waste volume ^{1), 4)}	1,000 metric tons	28.27	28.21	13.70
Waste volume ¹⁾	kg per traffic unit	0.23	0.21	0.25
Hazardous waste ¹⁾	1,000 metric tons	2.16	2.38	1.52
Non-hazardous waste ¹⁾	1,000 metric tons	24.59	27.86	12.18
Total Recoverability rate	In % of waste volume	69.2	63.7	63.3
Waste from international flights	1,000 metric tons	5.61	5.89	2.35
Fraport parent company				
Waste volume ¹⁾	1,000 metric tons	20.94	20.31	9.46
Waste volume ¹⁾	kg per traffic unit	0.23	0.22	0.25
Hazardous waste ¹⁾	1,000 metric tons	1.77	1.80	1.34
Non-hazardous waste ¹⁾	1,000 metric tons	19.17	18.51	8.13
Total recoverability ^{1), 2)}	1,000 metric tons	18.94	18.04	7.99
Total recoverability rate ^{1), 3)}	In % of waste volume	90.5	88.8	84.5
Waste from international flights	1,000 metric tons	4.65	4.81	2.09

*) Excluding Fraport Greece. From 2019 including Fraport Brasil Porto Alegre and Fraport Brasil Fortaleza.

1) Including waste from third parties, excluding soil and building rubble.

2) Pursuant to German Product Recycling and Waste Management Act (Kreislaufwirtschaftsgesetz – KrWG).

3) Change in definition due to the new German Product Recycling and Waste Management Act (Kreislaufwirtschaftsgesetz – KrWG) which came into force on 1st June 2012.

4) Variances in the addition of hazardous waste are due to country-specific legislation in Peru.

GRI 306-3 Significant spills

	Unit	2018	2019	2020
Fraport parent company ¹⁾				
Spills of water-polluting substances				
Number of spills	Number	532	430	225
Volume of spills	m ³	9.00	5.04	3.38
Frequency of spills	Number per 1,000 aircraft movements	1.04	0.84	1.06
Effects ²⁾		none	none	none
Lima Airport				
Spills of water-polluting substances				
Number of spills	Number	11	10	20
Volume of spills	m ³	1,010	768	760
Frequency of spills	Number per 1,000 aircraft movements	0.06	0.05	1.54
Effects		none	none	none
Ljubljana Airport				
Spills of water-polluting substances				
Number of spills	Number	37	19	20
Volume of spills	m ³	0.50	0.35	0.25
Frequency of spills	Number per 1,000 aircraft movements	1.04	0.60	1.54
Effects		none	none	none
Fortaleza Airport				
Spills of water-polluting substances				
Number of spills	Number	–	5.0	16
Volume of spills	m ³	–	–	–
Frequency of spills	Number per 1,000 aircraft movements	–	8.5	0,42
Effects		–	–	none
Porto Alegre Airport				
Spills of water-polluting substances				
Number of spills	Number	–	10	11
Volume of spills	m ³	–	–	–
Frequency of spills	Number per 1,000 aircraft movements	–	0.13	0,29
Effects		–	–	none

1) Spills primarily due to third parties.

2) No environmental risk as spill is normally on paved areas with comprehensive downstream safety measures. Spills on unpaved areas are very rare exceptions; they are resolved without delay.

3) Quantity per event less than 1 l.

AO5 Air quality

	Unit	2018	2019	2020
At Frankfurt Airport				
NO ₂ ^{1), 2), 3)}	µg/m ³	42.7	39.7	30.7
SO ₂ ^{1), 2), 4)}	µg/m ³	1.8	1.3	1.0
Fine dust, PM ₁₀ ^{1), 2), 5)}	µg/m ³	17.6	15.9	15.0
Benzene ^{1), 2), 6)}	µg/m ³	0.6	0.7	0.6
At Lima Airport				
NO ₂	µg/m ³	–	2.9	19.6
SO ₂	µg/m ³	8.8	7.7	12.9
Fine dust, PM 2.5 ⁷⁾	µg/m ³	18.5	0.0	0.0
Fine dust, PM ₁₀	µg/m ³	–	53.4	59.6

1) Annual average of the values measured at the SOMMI1 station located on the airport site. These values represent the total of all emissions of different groups, that is, in addition to the airport's contributions to emissions also those from third parties (road transport, industrial and commercial, house fire, large-scale background exposure). The airport's share depends on the location and, according to model calculations and depending on the components, ranges between around 10% and 30%.

2) Average annual limit values (not applicable to the airport as people are not exposed throughout the year).

3) NO₂ pursuant to EU Directive 2008/50/EC, (39th BImSchV: 40 µg/m³).

4) SO₂ assessment pursuant to Technical Instructions on Air Quality Control (TA Luft) 2002 (otherwise no annual average is defined): 50 µg/m³.

5) Fine dust, PM₁₀ pursuant to EU Directive 2008/50/EC, (39th BImSchV: 40 µg/m³).

6) Benzene pursuant to EU Directive 2008/50/EC, (39th BImSchV: 5 µg/m³).

7) Average values for the year at Lima Airport. These values show the sum of different issuers and include in addition to the airport's emissions also those from third parties (road transport, industrial and commercial, house fire). The increase in Lima is due to expansion of the vehicle fleet and enlargement of the surrounding commercial and industrial areas.

AO6 Aircraft and pavement de-icing agents

	Unit	2018	2019	2020
Group^{1),3)}				
Pavement de-icing agents ¹⁾	m ³	1,333	1,500	874
Carbamide ¹⁾	Metric tons	197	113	61
Aircraft de-icing agents, total (type I, II, IV) ¹⁾	m ³ active substance	85	62	21
Safewing de-icing fluid type II (aircraft de-icing/anti-icing fluid with 50 % propylene glycol) ¹⁾	m ³ active substance	2	0	2
Aircraft de-icing/ anti-icing fluid, type I (aircraft de-icing/anti-icing fluid with 80 % propylene glycol) ¹⁾	m ³ active substance	93	67	21
Aircraft de-icing/anti-icing fluid, type IV (50 % propylene glycol) ¹⁾	m ³ active substance	18	16	5
Aircraft de-icing/anti-icing fluid propylene glycol per de-iced aircraft ¹⁾	m ³ active substance per aircraft	0.083	0.092	0.144
Fraport parent company				
Pavement de-icing agent potassium formate (liquid, approximately 50 % active substance) on the flight operating areas ¹⁾	m ³	1,324	1,500	867
Pavement de-icing/anti-icing agent sodium formate (granulate, approximately 100 % active substance) on the flight operating areas ¹⁾	Metric tons	250	182	12
De-icing salt (NaCl) ^{2),4)}	Metric tons	1,291	464	283
N*ICE³⁾				
Aircraft de-icing agents, total (type I, II, IV)	m ³ Wirkstoff	1,318	1,473	679
Aircraft de-icing/ anti-icing fluid, type I (aircraft de-icing/anti-icing fluid with 80 % propylene glycol)	m ³ aktives Mittel	732	718	349
Aircraft de-icing/anti-icing fluid, type IV (50 % propylene glycol)	m ³ aktives Mittel	1,464	1,796	801
Aircraft de-icing/anti-icing fluid propylene glycol per de-iced aircraft	m ³ Wirkstoff pro Flugzeug	0.239	0.232	0.273

* Excluding Fraport Greece, Fraport Brasil Porto Alegre, Fraport Brasil Fortaleza. In Lima there is no de-icing due to climatic conditions.

1) The value strongly fluctuates depending on the severity of the winter months.

2) Values until 2019 refer to the previous winter season, i.e., the value for 2018 is for consumption in winter 2017/2018. The values strongly fluctuate depending on the severity of the winter.

3) N*ICE carries out aircraft de-icing at Frankfurt Airport; it is not a fully consolidated investment and is therefore not included in the consolidated figures. Due to its relevance, N*ICE is also shown here.

4) Values from 2019 onwards refer to the calendar year 2019 for the first time and not to the winter season 2018/2019 since it is now possible to record monthly data using computer technology.

Intermodality (Airport Operators Sector Disclosures)

Significant environmental impacts of transport and traffic

	Unit	2018	2019	2020
Group¹⁾				
Employee transport				
Travel to and from work by public transport ¹⁾	Share in %	29.3	28.1	8.6
Travel to and from work by carpooling ¹⁾	Share in %	16.0	16.2	47.4
Passenger traffic				
Arrival/departure of originating passengers by public transport ¹⁾	Share in %	39.4	37.6	33.1
Fraport parent company				
Employee transport ²⁾				
Travel to and from work by public transport ¹⁾	Share in %	30.3	28.6	18.0
Travel to and from work by carpooling ¹⁾	Share in %	12.8	13.2	5.0
Passenger traffic Frankfurt Airport ²⁾				
Arrival/departure of originating passengers by public transport ¹⁾	Share in %	34.5	33.5	30.0

* Excluding Fraport Greece, Fraport Brasil Porto Alegre and Fraport Brasil Fortaleza.

1) The figures are based on a survey.

2) The key environmental impacts are shown under GRI 305-3 Other greenhouse gas emissions (scope 3).

Noise (Airport Operators Sector Disclosures)

LOG noise area

	Unit	2018	2019	2020
Frankfurt Airport				
Number of people in contour Leq, day = 60 dB(A) ¹⁾	Number	17,582	17,332	11,173

1) For information on the LOG noise area, see Sustainability Report 2018, page 94.

Complaints relating to aircraft noise*

	Unit	Dec. 31, 2018	Dec. 31, 2019	Dec. 31, 2020
Frankfurt site				
Complainant	Number	3,063	1,982	1,274
Of which complainants with standardised, automated complaints*	Number	52	55	39
Total aircraft noise complaints	Number	962,620	750,646	254,793
Aircraft noise complaints referring to flight event**	Number	48,499	19,924	9,614

* Complainants with standardised, largely automated complaint reports <3,000 complaints/year per person.

Community

GRI 416 Customer Health and Safety 2016

AO9: Number of wildlife strikes per 10,000 aircraft movements

	Unit	2018	2019	2020
Frankfurt Airport	Number per 10,000 aircraft movements	5.4	4.46	6.93
Lima Airport	Number per 10,000 aircraft movements	0.26	0.40	0.82
Varna Airport	Number per 10,000 aircraft movements	5.63	9.70	11.63
Burgas Airport	Number per 10,000 aircraft movements	2.58	4.01	26.97
Ljubljana Airport	Number per 10,000 aircraft movements	7.60	16.51	18.49
Airport Fortaleza ¹⁾	Number per 10,000 aircraft movements	–	2.54	2.74
Airport Porto Alegre ¹⁾	Number per 10,000 aircraft movements	–	1.19	2.92

1) Reporting for the first time from 2019.

GRI 203-2: Social Commitment

	Unit	Dec. 31, 2018	Dec. 31, 2019	Dec. 31, 2020
Fraport parent company				
Community engagement	€ million	6.1	6.0	6.1
Sponsorship	€ million	4.2	4.1	4.3
Environmental fund	€ million	0.8	0.8	0.7
Donations	€ million	1.1	1.1	1.1

1) Fraport parent company.

Personnel

The scope of consolidation of the Group's key personnel figures corresponds to that of the financial figures.

The financial, personnel and environmental key figures are calculated at the Group level via an SAP-supported application and are subject to the same calculation method. Different collection methods are indicated in individual cases. All data and information was collected by the relevant departments/consolidated Group companies.

The usual, and in our opinion appropriate, methods, calculations, and estimates are employed to determine the reporting data. It cannot be ruled out that individual GRI indicators may be associated with a degree of uncertainty.

Total employees of the fully-consolidated Group companies

Employees of the fully consolidated companies	31.12.2018	31.12.2019	31.12.2020
Fraport parent company (Fraport AG)	10,595	10,480	10,018
Subsidiaries			
Media Frankfurt GmbH, Frankfurt am Main	49	51	48
Airport Assekuranz Vermittlungs-GmbH, Neu-Isenburg	12	11	10
Airport Cater Service GmbH, Frankfurt am Main	132	135	124
GCS Gesellschaft für Cleaning Service mbH & Co. Airport Frankfurt/Main KG, Frankfurt am Main	729	714	636
Flughafen Kanalreinigungsgesellschaft mbH, Kelsterbach	27	28	28
Fraport Ausbau Süd GmbH, Frankfurt am Main	9	12	14
AirIT Services GmbH, Lautzenhausen	24	21	23
FraSec Fraport Security Services GmbH, Frankfurt am Main	4,110	4,304	4,074
FraSec Fraport Security Services K9 TEDD GmbH Twickelerveld European Detection Dogs, Frankfurt am Main	9	4	–
FraGround Fraport Ground Services GmbH, Frankfurt am Main	3,744	3,963	2,618
Fraport Passenger Service GmbH, Frankfurt am Main	186	196	147
FraCareServices GmbH, Frankfurt am Main	770	779	702
Fraport Casa GmbH, Neu-Isenburg	2	2	2
FRA-Vorfeldkontrolle GmbH, Kelsterbach	99	92	102
Fraport Casa Commercial GmbH, Neu-Isenburg	1	–	–
VCS Verwaltungsgesellschaft für Cleaning Service mbH, Frankfurt am Main	0	0	1
Fraport Group in Germany (mainly Frankfurt site)	20,498	20,792	18,547
Fraport Peru S.A.C., Lima/Peru	7	9	8
Antalya Havalimani Uluslararası Terminal İşletmeciliği Anonim Şirketi, Antalya/Turkey	10	8	10
Fraport Twin Star Airport Management AD, Varna/Bulgaria	689	660	594
Fraport Slovenija, d.o.o. Zgornji Brnik/Slovenia	483	478	395
Lima Airport Partners S.R.L., Lima/Peru	555	630	610
Fraport Saudi Arabia for Airport Management and Development Services Company Ltd., Riyadh/Saudi Arabia	2	2	2
Fraport USA Inc., Pittsburgh/USA	37	46	48
Fraport Regional Airports of Greece A S.A. Athens/Greece	230	238	232
Fraport Regional Airports of Greece B S.A. Athens/Greece	197	207	204
Fraport Regional Airports of Greece Management Company S.A. Athens/Greece	199	194	187
Fraport Brasil S.A. Aeroporto de Porto Alegre, Porto Alegre/Brazil	237	237	225
Fraport Brasil S.A. Aeroporto de Fortaleza, Fortaleza/Brazil	147	159	147
Fraport Malta Ltd., St. Julians/Malta	4	4	4
Fraport Malta Business Services Ltd., St. Julians/Malta	4	4	5
Fraport Group outside Germany	2,801	2,876	2,671
Fraport Group total	23,299	23,668	21,218

See also Disclosure of shareholding pursuant to Section 313 (2) of the HGB in the [Annual Report 2020](#), page 239 et seqq.

GRI 401 Employment 2016

GRI 102-8 Total workforce (1/2)

	Unit	Dec. 31, 2018	Dec. 31, 2019	Dec. 31, 2020
Group				
Total employees ¹⁾	Number of people	23,299	23,668	21,218
of which women	in %	25,7	25,9	26,3
Permanent employees ²⁾	Number of people	21,535	21,798	19,585
Temporary staff ³⁾	Number of people	489	518	299
Employees on leave	Number of people	865	931	985
Apprentices	Number of people	410	421	349
Employees of Fraport parent company ¹⁾	Number of people	10,595	10,480	10,018
of which women	In % of total employees	45,5	44,3	47,2
	in %	19,4	19,7	19,2
Further workers				
Leased laborer ⁴⁾	Number of people	313	514	79
Distribution by region				
Europe (including Germany)	Number of people	22,034	22,577	20,168
	In % of total employees worldwide	95,7	95,4	95,1
Germany (mainly Frankfurt site)	Number of people	20,498	20,792	18,547
	In % of total employees worldwide	88,0	87,8	87,4
Rest of Europe (not including Germany)	Number of people	1,806	1,785	1,621
	In % of total employees worldwide	7,8	7,5	7,6
America (North and South America)	Number of people	983	1,081	1,038
	In % of total employees worldwide	4,2	4,6	4,9
Asia	Number of people	12	10	12
	In % of total employees worldwide	0,1	0,0	0,1
Fixed-term employment contracts ⁵⁾	Number of people	3,599	4,571	2,224
	In % of total employees worldwide	15,4	19,3	10,5
of which women ⁶⁾	in %	+24,2	+10,7	12,4
Regional distribution of fixed-term contracts				
Europe (including Germany)	Number of people	3,011	3,915	1,632
	In % of total employees in Europe	13,5	17,3	8,1
Germany (mainly Frankfurt site)	Number of people	2,935	3,414	1,223
	In % of total employees in Germany	14,3	16,4	6,6
Rest of Europe (not including Germany)	Number of people	76	501	409
	In % of total employees in rest of Europe	4,2	28,1	25,2
America (North and South America)	Number of people	586	656	592
	In % of total employees in America	59,6	60,7	57,0
Asia	Number of people	2	0	0
	In % of total employees in Asia	16,7	0	0

GRI 102-8 Total workforce (2/2)

	Unit	Dec. 31, 2018	Dec. 31, 2019	Dec. 31, 2020
Group				
Permanent contracts	Number of people	19,700	19,097	18,994
	In % of total employees in Asia	84,6	80,7	89,5
of which women	in %	0	29,5	27,9
Regional distribution of permanent contracts				
Europe (including Germany)	Number of people	19,293	18,662	18,536
	In % of total employees in Europe	86,5	82,7	91,9
Germany (mainly Frankfurt site)	Number of people	17,563	17,378	17,324
	In % of total employees in Germany	85,7	83,6	93,4
Rest of Europe (not including Germany)	Number of people	1,730	1,284	1,212
	In % of total employees in rest of Europe	95,8	71,9	74,8
America (North and South America)	Number of people	397	425	446
	In % of total employees in America	40,4	39,3	43,0
Asia	Number of people	10	10	12
	In % of total employees in Asia	83,3	100	100
Full-time employees	Number of people	19,730	19,986	18,095
	In % of total employees worldwide	84,7	84,4	85,3
of which women	Number of people	+18,3	18,7	18,5
Part-time workers⁷⁾	Number of people	3,569	3,682	3,123
	In % of total employees worldwide	15,3	15,6	14,7
of which women	Number of people	+52,6	51,3	55,6

1) Total employees = permanent employees + temporary staff (refer to 3) + apprentices + employees on leave.

2) No temporary staff (see 3), employees on leave, or apprentices are included in permanent employees.

3) Temporary staff = interns, students and partially employed staff.

4) Taking into account the amendment to the temporary work act AÜG (AÜG = Arbeitnehmerüberlassungsgesetz). 2019: The significant year-on-year increase in the number of temporary employees is attributable to the higher personnel requirements, particularly at the subsidiaries FraGround and FraSec, due to traffic growth.

5) Including temporary staff (see 3.) and apprentices who usually have fixed-term contracts.

6) Number for 2018 was not determined by the system.

7) Including partial retirement.

GRI 402 Employee/employer ratio

GRI 102-41 Employees with collective bargaining agreements

	Unit	Dec. 31, 2018	Dec. 31, 2019	Dec. 31, 2020
Group				
Employees covered by collective bargaining agreements ¹⁾	In % of employees	96.5	96.7	96.3

1) The difference to 100 % is for non-tariff employees or executive employees under the German Works Constitution Act (Betriebsverfassungsgesetz) and companies without a collective agreement (Brazil).

GRI 401-1 New employee hires and employee turnover

	Unit	Dec. 31, 2018	Dec. 31, 2019	Dec. 31, 2020
Group				
Permanent employees	Number of people	21,535	21,798	19,585
Employee hires by gender, region, and age				
Hires	Number of permanent employees	2,921	2,454	961
	In % of permanent employees	13,6	11,3	4,9
of which women	In % of permanent employee hires	34,3	30,8	33,9
Regions				
Europe (including Germany)	Number of people	2,701	2,265	862
	In % of permanent employees	12,5	10,4	4,4
Germany/Frankfurt site	Number of people	2,497	2,151	695
	In % of permanent employees	11,6	9,9	3,5
Rest of Europe (not including Germany)	Number of people	204	114	167
	In % of permanent employees	0,9	0,5	0,9
America (North and South America)	Number of people	220	188	97
	In % of permanent employees	1,0	0,9	0,5
Asia	Number of people	0	1	2
	In % of permanent employees	0,0	0,0	0,0
Age group				
Up to 30 years old	In % of permanent employee hires	47,1	41,5	38,2
31–50 years old	In % of permanent employee hires	59,2	40,8	48,7
Over 50 years old	In % of permanent employee hires	23,6	17,8	13,1
Employee turnover by gender, region, and age				
Leavers	Number of permanent employee leavers	1,843	2,125	3,124
Employee turnover	In % of permanent employees	7,9	8,9	13,7
of which women	In % of permanent employee leavers	30,1	29,4	21,0
Regions				
Europe (including Germany)	Number of people	1,754	1,984	3,004
	In % of permanent employees	8,1	9,1	15,3
Germany = Frankfurt site	Number of people	1,676	1,881	2,674
	In % of permanent employees	7,8	8,6	13,7
Rest of Europe (not including Germany)	Number of people	78	103	330
	In % of permanent employees	0,4	0,5	1,7
America (North and South America)	Number of people	89	138	120
	In % of permanent employees	0,4	0,6	0,6
Asia	Number of people	0	3	0
	In % of permanent employees	0,0	0,0	0,0
Age group				
Up to 30 years old	In % of permanent employee leavers	43	36,9	30,8
31–50 years old	In % of permanent employee leavers	59,8	39,7	44,8
Over 50 years old	In % of permanent employee leavers	37,9	23,4	24,4
Reasons for leaving				
Employee termination	Number of permanent employees	767	795	506
Employer termination	Number of permanent employees	350	454	466
End of working life (retirement)	Number of permanent employees	117	113	202
Agreement to terminate contract	Number of permanent employees	424	688	364
End of fixed-term employment contract	Number of permanent employees	148	49	1,557
Death during active employment relationship	Number of permanent employees	32	26	29

1) According to the Schlüter method: leavers financial year/(permanent employees previous year + hires).

GRI 403 Occupational Health and Safety 2018

GRI 403-9 Work related injuries

	Unit	Dec. 31, 2018	Dec. 31, 2019	Dec. 31, 2020
Group^{1), 2)}				
Total accidents at work	Number	1,166	1,158	421
Reportable accidents at work ³⁾	Number	620	651	244
Hours worked	Number	34,596,528.0	36,185,344	22,202,339
LTIF accidents ⁴⁾	Number	918.0	856	300
LTIF - Lost Time Injury Frequency ⁵⁾	LTIF accidents per 1 million hours worked	26.5	23.7	13.5
RIR - Recordable Injury Rate ⁶⁾	Reportable accidents per 1 million hours worked	17.9	18.0	11.0
Days lost due to accidents at work ⁷⁾	Number	10,074	11,019	5,043
SA - Severity of Accidents ⁸⁾	Number of days lost per work accident	8.6	9.5	12.0
Reportable days lost ³⁾	Number	9,643	15,036	7,256
Work-related fatalities ⁹⁾	Number	–	–	–
Sickness rate ¹⁰⁾	Absence in %	7,44	6,61	5,46
Due to sickness ¹⁰⁾	Absence in %	7,19	6,39	5,46
Due to accidents (excluding sport, travel to and from work, and private accidents) ⁷⁾	Absence in %	0,25	0,22	0
Occupational illnesses ¹¹⁾	Number of cases recognized	4	7	2
Germany (mainly Frankfurt site)^{1), 2)}				
Total accidents at work	Number	1,137	1,133	410
Reportable accidents at work ³⁾	Number	596	632	236
Hours worked	Number	28,626,804.0	29,684,859	18,847,447
LTIF accidents	Number	893.0	838	297
LTIF - Lost Time Injury Frequency	LTIF accidents per 1 million hours worked	31.2	28,2	15,8
RIR - Recordable Injury Rate	Reportable accidents per 1 million hours worked	20.8	21,3	12,5
Days lost due to accidents at work	Number	9,465	10,812	5,707
SA - Severity of Accidents	Number of days lost per work accident	8,3	9,5	13,9
Reportable days lost ³⁾	Number	9,039	9,894	9,894
Work-related fatalities ⁹⁾	Number	–	–	0
Accidents on Fraport construction sites	Number	6	12	7
Sickness rate ¹⁰⁾	Absence in %	8,19	8	6,35
Due to sickness ¹⁰⁾	Absence in %	7,92	7,71	6,35
Due to accidents (excluding sport, travel to and from work, and private accidents) ⁷⁾	Absence in %	0,27	0,28	0
Occupational illnesses ¹¹⁾	Number of cases recognized	4	7	2

1) The figures shown cover total employees and leased laborer, but not independent contractors, as no data are collected for these employees.

2) As a result of late submissions, there may be changes to the figures reported for the previous year.

3) Notifiable = occupational accidents resulting in more than three lost days must be reported.

4) LTIF-accidents = Accidents at work with at least one day of absence.

5) LTIF = Frequency of all occupational accidents in relation to 1 million hours worked.

6) RIR = Frequency of accidents from the 3rd day of absence in relation to 1 million hours worked.

8) Absence days = planned work days.

7) SA - Accident severity = sum of the days lost/occupational accidents in relation to the total number of occupational accidents

9) In 2018 and 2019, a total of three commuting accidents with fatal consequences occurred (2018: 2 and 2019: 1).

10) Based on planned working hours. Fortaleza and Porto Alegre not included in 2018 figure.

11) Fraport parent company

GRI 404 Training and Education

GRI 404-1 Average hours of training per employee

	Unit	Dec. 31, 2018	Dec. 31, 2019	Dec. 31, 2020
Group¹⁾				
Education ^{2), 3), 4)}	Hours per annual average number of total employees	56.1	59,5	29.6
Apprentices	Number of people	410	421	349
Interns/students/diploma students/work placement pupils	Number of people	489	518	299

1) It is currently not possible to break down the data by employee category or to present the training period by gender. Responsibility lies with the departments and an integrated system is not available.

2) Excluding apprentices.

3) The significant reduction in training hours in 2020 is largely due to the permanent use of short-time work.

GRI 404-3 Percentage of employees receiving regular performance and career development reviews

	Unit	Dec. 31, 2018	Dec. 31, 2019	Dec. 31, 2020
Group				
Employees receiving regular performance and career development reviews	In % of permanent employees	61,3	58,8	63

1) Presentation of the figures by gender is not relevant, since appraisal interviews and performance reviews are performed regularly regardless of gender. At the Fraport parent company, the share of workers with regular performance reviews is 100 %.

GRI 405 Diversity and Equal Opportunity

GRI 405-1 Composition of employees

	Unit	Dec. 31, 2018	Dec. 31, 2019	Dec. 31, 2020
Group				
Total employees ¹⁾	Number of people	23,299	23,668	21,218
Gender				
of which women	In % of employees	25,7	25,9	26,3
Segments				
Aviation	Number of people	6,843	6,991	6,675
of which women	in %	35,8	36,3	36,1
Ground Handling	Number of people	9,677	9,765	8,143
of which women	in %	15,3	15,1	15,3
Retail & Real Estate	Number of people	746	755	698
of which women	in %	39,7	40,3	39
International Activities & Services	Number of people	6,033	6,158	5,702
of which women	in %	29,3	29,4	28,9
Average age	Years	43,6	43,9	45,3
up to 30 years old	In % of employees	15,3	14,9	11,3
of which women	in %	33,2	33,2	33,6
31–50 years old	In % of employees	52	51	50,8
of which women	in %	26,3	26,6	27,8
over 50 years	In % of employees	32,7	34,1	37,9
of which women	in %	21,3	21,7	22,1
Foreign employees²⁾	Number	5,131	5,273	4,396
	In % of employees	25	25,4	23,7
Distribution of the most represented nationalities in Germany				
Turkey		1,931	1,957	1,806
Italy		406	428	359
Greece		360	367	322
Croatia		223	242	180
Bulgaria		160	167	116
Disabled employees^{3), 4)}	Number of people	1,734	1,800	1,360
	In % of employees	7,7	7,9	6,6
Women in management positions (level 1 and 2) in Germany⁵⁾	In % of managers	26,0	28,5	25,6
Women in management positions level 1	In % of managers level 1	26,9	28,0	20,8
Women in management positions level 2	In % of managers level 2	25,7	29,0	26,7
People in governance bodies (parent company)^{6), 2)}	Number of people	24	25	25
of which women	Number of people	7	7	7
of which women	in %	29,2	28	28
Executive Board	Number of people	4	5	5
of which women	Number of people	1	1	1
of which women	in %	25	20	20
Age structure				
up to 30 years old	in %	0	0	0
31–50 years old	in %	0	20	20
over 50 years	in %	100	80	80
Supervisory Board	Number of people	20	20	20
of which women	Number of people	6	6	6
of which women	in %	30	30	30
Age structure				
up to 30 years old	in %	0	0	0
31–50 years old	in %	40	35	35
over 50 years	in %	60	65	65

1) Total employees = permanent employees + temporary staff + apprentices + employees on leave.

2) Excluding German nationals with a migrant background.

3) Disabled employees, equivalent, and multiple credits.

4) Eligible jobs = total employees – apprentices – temporary staff.

5) Includes Fraport AG and the German Group companies. Management levels 1 and 2 below the Executive Board and management of the German Group companies.

6) Governance bodies = Management Board and Supervisory Board.

GRI and UN Global Compact Index

Our Sustainability Reporting for 2020 consists of the report “[Combined non-financial Statement](#)” (part of the Annual Report) and the “[GRI and UN Global Compact Index 2020](#)”. Our sustainability reporting is based on the guidelines of the Global Reporting Initiative (GRI-referenced) and includes the airport-specific Airport Operators Sector Disclosures.

Fraport complies with and supports the ten principles of the UN Global Compact, develops and takes measures to implement them, and contributes to their recognition, even beyond the Company’s own boundaries. The present report serves as a progress report for the implementation of the ten principles of the UN Global Compact on corporate management.

The GRI index indicates where information on the individual topics and aspects of sustainability reporting can be found. In addition, please refer to the following table, in which we provide information on our commitment to the implementation of the ten principles of the UN Global Compact.



- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights
- Principle 2: Businesses should make sure that they are not complicit in human rights abuses
- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
- Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor
- Principle 5: Businesses should uphold the effective abolition of child labor
- Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation
- Principle 7: Businesses should support a precautionary approach to environmental challenges
- Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility
- Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies
- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
UNIVERSAL GRI STANDARDS					
GRI 102 General Disclosures 2016					
Organizational Profile					
GRI 102-1 Name of the organization			Fraport AG Frankfurt Airport Services Worldwide		
GRI 102-2 Activities, brands, products, and services	Annual Report 2020: "Business model" p. 35		Fraport AG only offers services that are authorized in the markets in which they are sold.		
GRI 102-3 Location of headquarters			Frankfurt/Main, Germany		
GRI 102-4 Location of operations	Annual Report 2020: "Key sites" p. 36, "Disclosures of Shareholding According to Section 313 (2) of the p. 239 ff., "Structure" p. 41	https://www.fraport.com/en/investors/publications.html	<ul style="list-style-type: none"> > Number of countries in which Fraport has a direct active Group company: 13 (2020) Germany, Bulgaria, Malta, Cyprus, Hong Kong, Peru, USA, Slovenia, Turkey, China, India, Brazil, Greece > Number of countries in which Fraport has an operating site: 6 (2020) India, Russia, Senegal, Egypt (inactive), Bahrain and Greece closed in 2020 > Number of countries in which Fraport provides larger scale consulting services: 2 (2020) Switzerland, Bahrain (until June 2020) 		
GRI 102-5 Ownership and legal form	Annual Report 2020: "Shareholder structure" p. 122, "Legal Disclosures" p. 58	https://www.fraport.com/en/investors/publications.html			
GRI 102-6 Markets	Annual Report 2020: "Key sites" p. 36, "„Competitive position at the Frankfurt site" and "Competitive position outside the Frankfurt site " p. 38 f. Homepage: Visual Fact Book, Air Traffic Statistics	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/investors/traffic-figures.html https://www.fraport.com/en/business-areas.html	The markets we serve do not differ in terms of customers served.		

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 102-7 Scale of the organization	<p>Annual Report 2020: Cover page 1, „Business Development“ p. 76 ff.</p> <p>Homepage: Visual Fact Book in the area of publications.</p>	<p>https://www.fraport.com/en/investors/publications.html</p> <p>https://www.fraport.com/en/investors/traffic-figures.html</p>	<p>Size of the airport site: 22,96 km²</p> <p>The takeoff and landing runway system at Frankfurt Airport comprises four runways, of which three run parallel in the direction east-west and one is aligned in the direction north-south:</p> <p>Center Runway, Takeoff and landing Runway South: each 4000 m, Landing Runway North-West: 2.800.</p> <p>Number of aircraft movements: 212,235 (2019: 513,912)</p> <p>Number of airlines that have flown to the airport during the reporting period: 143 (2019: 170)</p> <p>Number of destinations that were flown to during the reporting period: 427 (2019: 407)</p> <p>Operating direction: The operating direction depends on the wind direction and wind speed.</p> <p>Fraport is a service provider and not a manufacturing company, therefore the quantity of products is not stated.</p>		
GRI 102-8 Total workforce	See GRI 102-8 Total workforce in the area of Key figures/Personnel.			Principle 6	
GRI 102-9 Supply chain	Annual Report 2020: "Consideration of the supply and subcontracting chain specific to the business model" p. 100 f.	https://www.fraport.com/en/investors/publications.html	<p>More than 86% of all orders awarded were below €10,000 and were therefore to the particular advantage of medium-sized companies.</p> <p>Around 35% of the order volume was procured for services. The orders primarily concerned security and cleaning and IT services.</p> <p>37% of the order volume was procured for construction. This does not include the orders by the Group company FAS GmbH responsible for the Expansion South project. The other 28% was placed in the market for consumables. Fraport AG had 2,259 active suppliers and service providers in 2020.</p>		
GRI 102-10 Significant changes to the organization and its supply chain	Annual Report 2020: „Information about Reporting“ p. 31, „Structure“ p. 41 ff., „Business Development“ p. 76 ff., „Shareholder structure as at December 31, 2020“ p. 122.	https://www.fraport.com/en/investors/publications.html	In 2020, there were no significant changes in terms of suppliers' sites or relationships with suppliers, including selection and termination. Fraport does not have a traditional supply chain.		

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 102-11 Precautionary principle	Annual Report 2020: "Risk and Opportunities Report" p. 129 ff., „Information about Reporting“ p. 31 Environmental Statement 2019: „The Environmental Policy of the Fraport Group“ p. 7 f.	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility https://www.fraport.com/en/our-group/management-systems/safety-management-system.html			
GRI 102-12 External initiatives	Annual Report 2020: „Information about Reporting“ p. 31	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/investors/corporate-governance.html https://www.fraport.com/en/our-group/responsibility/indices-and-awards.html	Voluntary initiatives (selection): > „Corporate Governance Code“, „UN Global Compact, OECD, ILO“, „Association for Supply Chain Management and Logistics“ (BME Bundesverband Materialwirtschaft, Einkauf und Logistik e. V.), „Transparency International Deutschland e.V. (Transparency Germany), Airport Carbon Accreditation, „Charta zur Vereinbarkeit von Beruf und Pflege in Hessen“ (Hessian Charter on Compatibility of Career and Caregiving Activities)“ Mandatory initiatives: > „International Financial Reporting Standards (IFRS)“		
GRI 102-13 Membership of associations	See GRI 415 Public Policy 2016 – Management Approach		Working with trade organizations is a top priority for Fraport. Involvement in trade organizations promotes the exchange of information and cooperation with other airports and airlines on current issues relating to traffic policy and sector-specific matters. ADV and the BDL focus on Germany's importance as a traffic hub. ACI EUROPE and ACI WORLD address issues relating to European and international air traffic. In Europe, the exchange between hub airports is particularly important, as common positions, strategies and solutions can be agreed here. Working with trade organizations involves a range of different specific issues (e.g., environmental policy, safety measures, passenger rights, infrastructure development, Single European Sky, etc.). The Fraport Executive Board also plays an active role in the management bodies of the industry associations.		
Strategy					
GRI 102-14 Statement from the most senior decision-maker	Annual Report 2020: „Letter from the CEO“ p. 7, "Overview of Business Development" p. 33 f. Homepage: Sustainability Program in the area of publications	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility			

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
Ethics and Integrity					
GRI 102-16 Values, principles, standards and norms of behavior	Annual Report 2020: „Identification of risks“ p. 100, "Risk and Opportunities Report" p. 129 ff., " Joint Statement on Corporate Governance" p. 20 ff. Homepage: Document „Regulations on management systems“	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/our-group/goals-and-values.html https://www.fraport.com/en/investors/corporate-governance.html https://www.fraport.com/en/our-group/responsibility/organization-strategy-goals.html https://www.fraport.com/en/our-group/management-systems.html https://www.fraport.com/en/our-group/goals-and-values/compliance.html	See "Additions and Comments" p. 48	Principle 1	
Governance					
GRI 102-18 Governance structure	Annual Report 2020: "Report of the Supervisory Board" p. 12 ff., "Joint Statement of Corporate Governance" p. 20 ff., "Structure" p. 41 ff. See GRI 405-1 Composition of employees in the area of the Key figures/Personnel	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/investors/corporate-governance.html			
Stakeholder Engagement					
GRI 102-40 Overview of stakeholder groups		https://www.fraport.com/en/our-group/responsibility/stakeholder-dialog.html			
GRI 102-41 Employees covered by collective bargaining agreements	GRI 102-41 Employees covered by collective bargaining agreements in the area of Key figures/Personnel			Principle 3	
GRI 102-42 Identification and selection of stakeholders	Annual Report 2020: „Derivation of materiality“ p. 98 f.	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/our-group/responsibility/stakeholder-dialog.html	The stakeholder groups relevant for us and to be included were defined with the involvement of the Executive Board and representatives from individual departments. We seek a dialog with our business partners, our customers, and with politicians. We also seek dialog with our critics, particularly those people who live near the airport and experience the negative impacts of aircraft noise. Last but not least, we are also dedicated to looking after around 81,000 employees (as of: 2015) at the biggest workplace in Germany. As a large company, we bear direct, to some extent, as well as indirect social responsibility for these people.		

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 102-43 Approach to stakeholder engagement	Annual Report 2020: „Derivation of materiality“ p. 98 f., „Customer satisfaction and product quality“ p. 104 ff. Service Quality (AOS) p. 58 f.	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/our-group/responsibility/stakeholder-dialog.html	Fraport has a broad network of institutionalized, structured communication media to promote dialog and a regular exchange of views with our stakeholder groups. This includes conducting regular surveys and operating systematic feedback management for our passengers, and the continual exchange of views with local authorities and citizens on subjects relating to the airport.		
GRI 102-44 Key topics and concerns raised	Annual Report 2020: „Derivation of materiality“ p. 98 f. Annual Report 2018: "Derivation of materiality" p. 25 f. Homepage: Sustainability Program in the area of publications	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility			
Reporting practice					
GRI 102-45 List of companies included in the consolidated financial statements	Annual Report 2020: "Disclosures of shareholding pursuant to Section 313 (2) of the HGB" p. 239 ff. and "Notes to the Consolidation and Accounting Policies" p. 160 ff.	https://www.fraport.com/en/investors/publications.html			
GRI 102-46 Defining report content and topic boundaries	Annual Report 2020: „Derivation of materiality“ p. 98 f. Annual Report 2018: "Derivation of materiality" p. 25 f.	https://www.fraport.com/en/investors/publications.html			
GRI 102-47 List of material topics	Annual Report 2020: „Derivation of materiality“ p. 98 f.	https://www.fraport.com/en/investors/publications.html			
GRI 102-48 Restatements of information	Annual Report 2020: "Control" p. 50 ff. Homepage: Sustainability Program in the area of publications	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility	Changes in the sustainability program: - A new target was added to the key performance indicator "Absolute emissions in metric tons of CO ₂ ." - The target value for "Global passenger satisfaction" was changed due to the postponed opening of Pier G in Terminal 3. The target value for "Customer Service Index Airline" has been suspended until further notice due to the COVID-19 pandemic. - The term of the key performance indicator "Proportion of fully consolidated, environmentally relevant Group companies with certified environmental management systems" was adjusted. The short-time work schedules introduced at the company due to the COVID-19 pandemic also extended the term of "Inventory of air pollutant emissions according to main sources." The scope of the key performance indicators "Confidence level in accordance with specific aviation security standards" and "Traineeships" have been specified further.		

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 102-49 Changes in reporting	See GRI 103-1 Material topics and its boundary		Due to the Corona pandemic and short-time working, the reports "Connecting Sustainably - Sustainability Report" and the "GRI Report" were not prepared for the 2020 financial year. The sustainability reporting for 2020 is composed of the "Combined non-financial Statement" and the "GRI and UN Global Compact Index (GRI-referenced)".		
GRI 102-50 Reporting period			Our sustainability reports "Combined non-financial Statement" and the "GRI and UN Global Compact Index (GRI-referenced)" are published annually in German and English and cover the reporting period of January 1 to December 31 of each year.		
GRI 102-51 Date of most recent report			The "GRI Report 2019" and the "Connecting Sustainably - Sustainability Report 2019" were published on May 6, 2020. The "Combined non-Financial Statement" for the 2020 financial year was published on March 16, 2021. The date for publication of the "GRI and UN Global Compact Index 2020" is May 11, 2021.		
GRI 102-52 Reporting cycle			Our sustainability reports are published annually in German and English and cover the reporting period of January 1 to December 31 of each year.		
GRI 102-53 Contact point for questions regarding the report		https://www.fraport.com/en/investors/contact.html			
GRI 102-54 Claims of reporting in accordance with the GRI Standards			GRI-referenced		
GRI 102-55 GRI Content Index	See present document „GRI and UN Global Compact Index“				
GRI 102-56 External assurance	Annual Report 2020: „Combined non-financial Statement“ p. 98, „Independent Auditor’s Report“ p. 245 „Environmental Auditor’s Declaration on Verification and Validation Activities“, p. 60 GRI 102-16 Values, principles, standards and norms of behavior, p. 48 f.	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/our-group/goals-and-values/compliance.html			

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 103 Management Approach 2016					
GRI 103-1 Explanation of the material topic and its boundary	See "Additions and Comments" p. 49				
GRI 103-2 The management approach and its components	See GRI and UN Global Compact Index/references to management approaches.				
GRI 103-3 Evaluation of the management approach	See GRI 102-16 Values, principles, standards and norms of behaviour, section monitoring and tracking p. 48 f. and/or references to management approaches in the GRI and UN Global Compact Index.				
TOPIC-SPECIFIC STANDARDS					
GRI 200 ECONOMIC					
General Management Approach EC	Annual Report 2020: "Value added" p. 57, "Risks and Opportunities Report" p. 129 ff., "Control" p. 50 ff., "Economic Report" p. 74 ff. Homepage: Sustainability Program in the area of publications	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility			
GRI 201 Economic efficiency 2016 – Management Approach	Annual Report 2020: "Economic Report" p. 74 ff., "Risks and Opportunities Report" p. 129 ff., "Control" p. 50 ff. Homepage: Sustainability Program in the area of publications	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility			
GRI 201-1 Direct economic value generated and distributed	Annual Report 2020: „Ten-Year Overview“ p. 255 f., „Corporate Performance“ p. 113	https://www.fraport.com/en/investors/publications.html			5, 7, 8, 9
GRI 201-2 Financial implications, risks, and opportunities due to climate change	See "Additions and Comments" p. 49 f.			Principle 7	13
GRI 201-3 Coverage of the organization's defined benefit plan obligations	Annual Report 2020: „38 pension obligations“ page 201 et seq., „Multi-employer plans“ page 206	https://www.fraport.com/en/investors/publications.html https://www.jobs-fraport.de/content/Arbeitgeberzusatzleistungen/?locale=de_DE (only in German)			

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 201-4 Financial assistance received from government	Annual Report 2020: „Report on the relationships with affiliated companies“, p. 59, „Significant accounting and measurement effects related to the coronavirus pandemic“ p. 161	https://www.fraport.com/en/investors/publications.html https://www.nweurope.eu/projects/project-search/cycle-highways-innovation-for-smarter-people-transport-and-spatial-planning/	<p>SESAR implementation projects (SESAR: Single European Sky Aviation Research Programs) in the amount of €76,452,87 (EU funding)</p> <p>Project E-Bus4 Fraport AG: €251,800 (State of Hesse)</p> <p>Project CHIPS (cycle mobility): 11,125,55 € (EU-INTERREGG)</p> <p>Short-time allowance (Germany): See Annual Report 2020 page 161</p> <p>Information on the funding relates to the Fraport parent company.</p>		
GRI 202 Market Presence 2016 – Management Approach	<p>Annual Report 2020: "Situation of the Group" p. 35 ff.</p> <p>Homepage: Visual Fact Book in the area of publications</p>	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/our-group.html https://www.fraport.com/en/our-group/our-airports-and-subsidiaries.html			
GRI 202-1 Ratios of standard entry level wage compared to local minimum wage			Frankfurt Airport is defined as a significant business site, as more than 87% of the Group's employees work at this site. 96.3% of all Group companies have collective bargaining agreements in place. These significantly exceed the local minimum wage standards. In accordance with the collective bargaining agreement for public service workers, which apply to the parent company and individual Group companies, no gender-specific criteria may be taken into account when assessing activities. Criteria such as knowledge and skills, responsibility, level of difficulty of the activity, or management responsibility must form the basis for assessment. Only the actual job is assessed and not the person who is carrying out the activity.	Principle 6	5, 8
GRI 202-2 Hirings from the local community			Frankfurt Airport is defined as a significant location of operation, as more than 87% of the employees in the Group work at this site. Fraport has no corporate policy covering the entire organization and does not implement a procedure for preferring local residents in recruitment. In foreign subsidiary companies, employees from within the country are generally employed because of the specifics of the business. Only a small number of managers are seconded from the parent company.	Principle 6	8
Traffic Figures (Fraport-own disclosure)	Annual Report 2020: "Business Development" p. 76 ff.	https://www.fraport.com/en/investors/traffic-figures.html https://www.fraport.com/en/investors/publications.html			
GRI 203 Indirect economic impacts 2016 – Management Approach	Annual Report 2020: „Social Matters“ p. 113	https://www.fraport.com/en/investors/publications.html			
GRI 203-1 Infrastructure investments and services for public benefit	Annual Report 2020: „Engagement in the regions“ p. 115, "Additions to non-current assets" p. 86 f., "40 Non-current and Current Other Provisions " p. 207 f.	https://www.fraport.com/en/investors/publications.html			5, 7, 9, 11

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 203-2 Indirect economic impacts/Community engagement	Annual Report 2020: „Engagement in the regions“ p. 115 GRI 203-2 Community engagement“ in the area of Key figures/Environment-Community	https://www.fraport.com/en/investors/publications.html	Over 54% (€565 million) of the order volume from the parent company totaling €1,047 million was placed with companies in the Frankfurt/Rhine-Main Region. More than 86% of all orders awarded were below €10,000 and were therefore to the particular advantage of small and medium-sized companies. In 2021, orders to companies in the region are expected to remain at a similarly high level.		3, 8, 17
GRI 204 Procurement Practices 2016					
GRI 204-1 Proportion of spending on local suppliers	Annual Report 2020: „Consideration of the supply and subcontracting chain specific to the business model“ p. 100 f.	https://www.fraport.com/en/investors/publications.html	Frankfurt Airport is defined as a significant location of operation and the Frankfurt/Rhine-Main Region is defined as local. Over 54% (€565 million) of the order volume from the parent company totaling €1,047 million was placed with companies in the Frankfurt/Rhine-Main Region. On account of the legal requirements for the airport operator as a sector contracting entity, it is not possible for Fraport AG to show preference to companies located in the immediate vicinity or within the wider area when awarding contracts.		
GRI 205 Anti-corruption 2016 – Management Approach	Annual Report 2020: „Anti-corruption and bribery matters“ p. 102 f.	https://www.fraport.com/en/investors/publications.html			
GRI 205-1 Operations assessed for risks related to corruption	Annual Report 2020: „Anti-corruption and bribery matters“ p. 102 f., "Risk and Opportunities Report" (Legal and compliance risks) p. 139 ff., " Joint Statement on Corporate Governance" p. 20 ff.	https://www.fraport.com/en/investors/publications.html		Principle 10	
GRI 205-2 Communication and training about anti-corruption policies and procedures	Annual Report 2020: „Anti-corruption and bribery matters“ p. 102 f. See "Additions and Comments" p. 50 f.	https://www.fraport.com/en/investors/publications.html		Principle 10	
GRI 205-3 Incidents of corruption and actions taken			No cases of alleged corruption were reported and investigated in 2020 at the Fraport parent company and the Fraport investments. There were also no instances in which an agreement with a business partner was terminated due to allegations of corruption. Within the scope of an investigation for alleged bribery of a foreign official, search warrants were carried out in December 2017 including at Fraport AG. The proceedings were discontinued by the responsible public prosecutor's office in December 2020; the allegations have not been substantiated.	Principle 10	

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 206 Anti-competitive behavior 2016					
GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices			In 2020 no substantial legal actions were pending nor were any substantial legal actions completed relating to anti-competitive practices or violations of antitrust law by Fraport AG.		
GRI 207 Tax 2019					
GRI 207-1 Approach to tax – Management Approach	Annual Report 2020: „Joint Statement on Corporate Governance“ p. 20 ff., „Report of the Supervisory Board“ p. 12 ff., „Consolidated Income Statement“ p. 148, „Consolidated Statement of Comprehensive Income“ p. 149, „Consolidated Statement of Financial Position“ p. 150, „The Group’s Results of Operations“ p. 79 ff., „Legal and compliance risks“ p. 139, Independent Auditor’s Report “ p. 245 ff.	https://www.fraport.com/en/investors/publications.html			
GRI 207-2 Tax governance, control and risk management – Management Approach	Annual Report 2020: „Joint Statement on Corporate Governance“ p. 20 ff., „Report of the Supervisory Board“ p. 12 ff., „Risk and Opportunities Report“ p. 129 ff., „Independent Auditor’s Report “ p. 245 ff. See GRI 419-1 Non-compliance with laws and regulations in the social and economic area	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/our-group/goals-and-values/compliance.html			
GRI 207-3 Stakeholder engagement and management concerns related to tax – Management Approach	Annual Report 2020: „Joint Statement on Corporate Governance“ p. 20 ff., „Report of the Supervisory Board“ p. 12 ff.	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/our-group/responsibility/stakeholder-dialog.html			

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 207-4 Country-by-Country Reporting	Annual Report 2020: „Consolidated Income Statement“ p. 148, „Consolidated Statement of Comprehensive Income“ p. 149, „Consolidated Statement of Financial Position“ p. 150, „The Group’s Results of Operations“ p. 79 ff., „Legal structure of the Group“ p. 41, „ Notes to the Consolidation and Accounting Policies “ p. 160 ff., „ Disclosures of Shareholding According to Section 313 (2) of the HGB “ p. 239 ff.	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/our-group/our-airports-and-subsidiaries.html			
GRI 300 ENVIRONMENT					
General Management Approach EN	<p>Environmental Statement 2019: "The Environmental Policy of the Fraport Group" p. 7 f., "Structure and Functions of the Environmental Management System" p. 6 f., "Influence on third parties" p. 6, "Principles for environmental policy" p. 7 , "Status of the Environmental Program 2017-2019" p. 13 ff., „Environmental Program 2020-2023“ p. 57 ff.</p> <p>Annual Report 2020: "Airport safety" p. 107 ff., "Environmental matters" p. 116 ff.</p> <p>Homepage: Sustainability Program in the area of publications</p> <p>See “Key Figures Environment”</p>	https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility https://www.fraport.com/en/environment.html https://www.fraport.com/en/investors/publications.html			

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 302 Energy 2016 – Management Approach	Annual Report 2020: „Climate protection“ p. 116 f. Environmental Statement 2019: „Environmental aspect: Energy consumption“ p. 22 f., „Environmental aspect: Climate gases“ p. 16 ff., „Environmental Program: climate protection“ p. 57 f. Homepage: Sustainability Program in the area of publications	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility		Principle 7, 8	7, 8, 12, 13
GRI 302-1 Energy consumption within the organization	See GRI 302-1 Energy consumption within the organization in the area of Key figures/Environment.			Principle 8	7, 8, 12, 13
GRI 302-2 Energy consumption outside of the organization	See GRI 302-2 Energy consumption outside the organization in the area of Key figures/Environment.		The data are collected by the parent company; no records have yet been kept for the international Group companies included under IFRS.	Principle 8	7, 8, 12, 13
GRI 302-3 Energy intensity	See GRI 302-3 Energy intensity in the area of Key figures/Environment.			Principle 8, 9	7, 8, 12, 13
GRI 302-4 Reduction of energy consumption	See GRI 302-4 Reduction of energy consumption in the area of Key figures/Environment. Annual Report 2020: „Climate protection“ p. 116 f. Environmental Statement 2019: "Climate gases" p. 16 ff., "Climate protection (Environmental Program)" p. 16 and 57 f Homepage: Sustainability Program in the area of publications	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility	Since 2008, energy savings, which are due to facility renovations (such as the renovation of the technology centers in Terminal 1), changes to the facility operation, retooling of plants (such as the baggage conveyor system, lighting) or adaptations in energy-consuming processes (such as the baggage conveyor system), have been assessed. As savings (as a consequence of operational or technical measures) as well as increased consumption (for example, as a result of increased traffic or weather effects) generally occur at the same time in the same technical systems, this figure can only be calculated, but not measured. "Cumulative" means that the savings are essentially considered permanent, that is to say that a saving that is achieved remains in place in the following years, unless we have been provided with information that the improvement on which the saving is originally based has been undone by more recent activities (such as the removal of a regulation or the like). Each year, the saved energy quantity therefore increases by the additional (calculated) amount saved in the current year under review. In our Environmental Statement, we report on the individual climate protection measures and the potential realised in CO ₂ /year.	Principle 8, 9	7, 8, 12, 13

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 303 Water and Effluents 2018 – Management Approach	Environmental Statement 2019: "Water consumption" p. 37 ff. , "Wastewater" p. 40 ff.: "Contamination of soil and groundwater" p. 44 f.	https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility https://www.fraport.com/en/environment/environmental-aspects.html		Principle 7, 8	6
GRI 303-1 Interactions with water as a shared resource – Management Approach	See GRI 303 Water and Effluents 2018 – Management Approach			Principle 7, 8	6
GRI 303-2 Management of water discharge-related impacts – Management Approach	See GRI 303 Water and Effluents 2018 – Management Approach			Principle 7, 8	6
GRI 303-3 Water withdrawal	See GRI 303-3 Water withdrawal in the area of Key figures/Environment.		There is no detailed information available on the sources.	Principle 7, 8	6
GRI 303-4 Water discharge	See GRI 303-3 Water withdrawal in the area of Key figures/Environment.				6
GRI 303-5 Water consumption	See GRI 303-3 Water withdrawal and AO4 Quality of rain water in the area of Key figures/Environment.				6

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
AO4 Quality of rainwater	See AO4 Quality of rain water in the area of Key Figures/Environment		<p>There are indicators for the rain water which correspond to the statutory values specified by the City of Frankfurt. Compliance with these values is regularly monitored by government agencies.</p> <p>The data are collected by the parent company; no records are kept for the international Group companies included under IFRS.</p>		6
RI 304 Biodiversity 2016 – Management Approach	<p>Annual Report 2020: "Protection of environment and nature" p. 117</p> <p>See Key figures „AO9 Number of wildlife strikes per 10,000 aircraft movements“ in the area of Key figures/Environment.</p> <p>Homepage: "Protecting the Environment – Preserving Biodiversity": "Principles of Biodiversity" p. 6 in the area of publications</p> <p>Environmental Statement 2019: "Impacts on biodiversity" p. 34 f.</p>	<p>https://www.fraport.com/en/investors/publications.html</p> <p>https://www.fraport.com/en/environment/environmental-aspects.html</p> <p>https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility</p>	<p>The activities of Fraport AG and its subsidiaries do not generally entail any hazards for endangered species of plants or animals. Hazards of this nature only occur when the operational areas are expanded. In the European Union, an Environment Impact Assessment has to be carried out when this occurs and appropriate mitigation or replacement measures have to be implemented.</p> <p>Species on Germany's Red List of endangered species exist at Frankfurt Airport. Plants and animals which are endangered at other locations have settled on the areas between the takeoff and landing runways or the taxiways due to the usage pattern. These areas of land in the operating areas very seldom experience human activity, and the kind of visitor pressure seen in nature conservation areas accessible to the general public does not occur here.</p> <p>The Group airports outside of Germany are generally financed through international banks. An Environmental Management Plan has to be submitted which is generally based on an Environmental Impact Assessment and defines how the consequences of intervention can be minimized.</p>		
GRI 304-1 Sites in, or adjacent to, protected areas	<p>See GRI 304-1 Site in or adjacent to protected areas in the area of Key Figures/Environment.</p> <p>Environmental Statement 2019: "Impacts on biodiversity" p. 34 f.</p>	<p>https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility</p>		Principle 8	
GRI 304-2 Impacts on biodiversity	<p>Environmental Statement 2019: "Impacts on biodiversity" p. 34 f.</p> <p>Homepage: "List of areas with measures" in the area of publications</p>	<p>https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility</p> <p>https://www.fraport.com/en/environment/environmental-aspects.html</p>	<p>The environmental impact audit at Frankfurt Airport verified that overall no sustainable negative impacts were caused to directly adjacent conservation areas. This has been verified since 2010 during the course of monitoring biotopes and species.</p>	Principle 8	

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 304-3 Habitats protected or restored	Homepage: „List of Areas with Measures“, “Protecting the Environment – Preserving Biodiversity” in the area of publications	https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility	When construction work is carried out at the airport, the objective is to minimize its impact on the natural environment and the landscape. However, if areas of land have to be developed, mitigation measures are necessary. The unusually extensive, comprehensive environmental measures achieve more than simple compensation. Regular monitoring of fauna and flora is a constituent element of the plan approval notice and is outsourced to an external agency.	Principle 8	6, 15
GRI 305 Emissions 2016 – Management Approach	Annual Report 2020: „Climate protection“ p. 116 f., f „Control“ p. 50 ff., „Non-financial Performance Indicators“ p. 96 ff. „Air quality“ p. 118 f. Environmental Statement 2019: „Climate gases“ p. 16 ff., „Air pollutants“ p. 28 ff. Sustainability Report 2019: „In focus: Climate protection“ p. 6 ff. See GRI 305 Emissions and “AOS Air quality” in the area of Key figures/Environment Homepage: Sustainability Program in the area of publications	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility			
GRI 305-1 Direct greenhouse gas emissions (Scope 1) including GRI 305-4	See Direct greenhouse gas emissions (Scope 1) in the area of Key figures/Environment Annual Report 2020: "Control" p. 50 ff., "Non-financial Performance Indicators" p. 96 ff.	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/environment/environmental-aspects.html		Principle 7, 8	3, 12, 13, 15
GRI 305-2 Energy indirect greenhouse gas emissions (Scope 1) including GRI 305-4	See GRI 305-2 Indirect greenhouse gas emissions (Scope 2) including GRI 305-4 in the area of Key Figures/Environment.			Principle 7, 8	3, 12, 13, 15

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 305-3 Other indirect greenhouse gas emissions (Scope 3)	See GRI 305-3 Other indirect greenhouse gas emissions (Scope 3) Environmental Statement 2019: „Environmental aspect: Climate gases“ p. 16 ff.	https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility	Each year, we calculate the indirect greenhouse gas emissions of the Frankfurt Airport. These include > emissions from air traffic within the limits of the LTO-cycle (= landing and takeoff cycle) up to a height of 3,000 feet (914 m) above ground, including the use of auxiliary power units (APUs) > passenger and employee travel to and from the airport > business travel by Fraport AG employees > the consumption of electricity, district heating and district cooling by third parties on site, as well as > the use of vehicles and equipment by third parties on site. As part of the participation in the ACI Airport Carbon Accreditation, CO ₂ emissions for Scope 3 were also determined at Ljubljana airport. CO ₂ emissions for Scope 3 are also calculated for Antalya Airport, which is valued at equity. Relevant information for the other Group sites cannot currently be collected as this is very complex for an airport.	Principle 7, 8	3, 12, 13, 15
GRI 305-4 Greenhouse gas emissions intensity	See GRI 305-1 Direct greenhouse gas emissions (Scope 1) and GRI 305-2 Energy indirect greenhouse gas emissions (Scope 2) in the Key Figures/Environment section.			Principle 8	8, 15
GRI 305-5 Reduction of greenhouse gas emissions	Annual Report 2020: "Strategy" p. 43 ff., "Control" p. 50 ff., "Climate protection" p. 116 f. Environmental Statement 2019: „Climate gases“ p. 16 ff. Sustainability Report 2019: „In focus: Climate protection“ p. 6 ff.	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/content/dam/fraport-company/documents/umwelt/sesar/sesar-die-zukunft-des-fliegens.pdf/_jcr_content/renditions/original./sesar-die-zukunft-des-fliegens.pdf https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility		Principle 8, 9	13, 15

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Homepage: Sustainability Program in the area of publications	https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility	Fraport AG emits approximately 264 tons of NO _x , 0.7 tons of benzene and 9.3 tons of PM10 per year. These data are derived from the zoning plan documents. Determining the data was extremely complex and expensive so that this procedure has not been repeated again. We are unable to influence other air emissions with our measures and they are therefore not relevant. As the data collection for vehicle and other emissions from handling processes at an airport are very complex and therefore costly, these are not conducted for the Group airports.	Principle 7, 8	3, 12, 13, 15
AO5 Air quality	Annual Report 2020: „Air quality“ p. 118 f. See AO5 Air quality in the area of Key Figures/Environment	https://www.fraport.com/en/investors/publications.html			
GRI 306 Effluents and Waste 2016 – Management Approach	Environmental Statement 2019: "Organizational chart" p. 4, "Wastewater" p. 40 ff., "Contamination of soil and groundwater" p. 44 ff., "Waste" p. 50 ff., "Environmental Program 2020-2023" p. 57 See GRI 306-1 Total water discharge, GRI 306-2 Waste by type and disposal method, AO6 Aircraft and pavement de-icing agents in the area of Key figures/Environment.	https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility			
GRI 306-1 Total water discharge	See GRI 306-1 Total water discharge in the Key Figures/Environment section. Environmental Statement 2019: "Wastewater" p. 40 ff.	https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility	Process water is not produced at Fraport AG.	Principle 8	3, 6, 12
GRI 306-2 Waste by type and disposal method	See GRI 306-2 Waste by type and disposal method in the area of Key Figures/Environment.		Detailed information on disposal methods cannot currently be presented for all Group sites.	Principle 8	3, 6, 12
GRI 306-3 Significant spills	See GRI 306-3 Significant spills in the area of Key Figures/Environment.		Spills were reported by the parent company and Ljubljana Airport.	Principle 8, 9	3, 6, 9, 11, 12, 13, 15

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
AO6 Aircraft and pavement de-icing agents	See AO6 Aircraft and pavement de-icing agents in the area of Key figures/Environment. Environmental Statement 2019: "Wastewater" p. 40 ff.	https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility https://nice-services.de/content/nice/en.html	At Frankfurt Airport, N*ICE Aircraft Services & Support GmbH (N*ICE) is responsible for the de-icing of the aircraft. N*ICE is a group company that is not fully consolidated in the Group. Given its relevance, the use of N*ICE aircraft and pavement de-icing agents is presented for the first time in 2018.		
GRI 307 Environmental Compliance 2016					
GRI 307-1 Non-compliance with environmental laws and regulations			At Fraport AG there are no breaches of statutory regulations which have been subject to fines or non-monetary sanctions imposed by the authorities.	Principle 8	
Intermodality (Airport Operators Sector Disclosures)	Environmental Statement 2019: „Traffic“ p. 25, "Environmental Program from 2020 to 2023"/"Traffic" p. 58. See "Significant environmental impacts of transport and traffic" in the Key Figures/Environment section.	https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility			
Significant environmental impacts of transport and traffic (Fraport-own indicator)	See "Significant environmental impacts of transport and traffic" in the area of Key Figures Environment.		Most public transport at our international airports where we hold a majority shareholding is provided by the use of buses.	Principle 8	
Noise (Airport Operators Sector Disclosures) – Management Approach	Annual Report 2020: "Noise abatement" p. 113 f., "Strategy" p. 43 ff. See "LOG noise area", "Complaints relating to aircraft noise" in the area of Key Figures/Environment. Environmental Statement 2019: "Aircraft noise" p. 10 ff. Homepage: Sustainability Program in the area of publications	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/environment/noise-abatement.html https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility			
LOG noise area: Area affected by a Leq of 55 dB(A) per day (Fraport-own indicator)	See "LOG noise area" in the area of Key Figures/Environment.				
Number of neighbor complaints mainly relating to aircraft noise (Fraport-own indicator)	See "Number of neighbor complaints mainly relating to aircraft noise" in the area of Key Figures/Environment				

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 400 SOCIAL					
Labor Practices and Decent Work					
General Management Approach LA	Annual Report 2020: "Employee-related matters" p. 109 ff., "Control" p. 50 ff., "Remuneration Report" p. 59 ff., "Non-financial Performance Indicators" p. 96 ff. Homepage: Code of Conduct	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/our-group/goals-and-values/compliance.html			
GRI 401 Employment 2016 – Management Approach	Annual Report 2020: "Employee-related matters" p. 109 ff., "Control" p. 50 ff., "Remuneration Report" p. 59 ff., "Non-financial Performance Indicators" p. 96 ff. See GRI 102-16 Values, principles, standards and norms of behavior	https://www.fraport.com/en/investors/publications.html	Fraport AG did not receive any grievances about labor practices from employees or suppliers in the reporting period.	Principle 6	5, 8
GRI 401-1 New employee hires and employee turnover	Annual Report 2020: "Development in personnel structure" p. 95. See GRI 102-16 Values, principles, standards and norms of behaviour	https://www.fraport.com/en/investors/publications.html	In particular, beginning in 2020, there was a marked increase in fluctuation due to personnel adjustment measures in connection with the COVID-19 pandemic (in particular: termination contracts, expiration of fixed-term contracts). Since the end of March 2020, a large part of the workforce at both Fraport AG and the Group companies in Germany has been on short-time work schedules. For companies under the public service collective bargaining agreement, there is also an additional collective bargaining agreement pertaining to short-time work schedules. It provides for increases in short-time working allowances, but also allows for different arrangements through local company agreements. This applied to Fraport AG and most of the Group companies at the Frankfurt site. In addition to the short-time working allowance, employees receive a pro-rated surplus at a guaranteed percentage of their usual net salary in place before the start of the short-time work schedules.	Principle 6	5, 8
GRI 401-2 Benefits provided to full-time employees	Annual Report 2020: „38 Provisions for Pensions“ p. 201 ff., „Multi-employer plans“ p. 206	https://www.fraport.com/en/investors/publications.html https://www.jobs-fraport.de/content/Arbeitgeberzusatzleistungen/?locale=de_DE (only available in German)	Frankfurt Airport is defined as a significant business site, as more than 87% of the Group's employees work at this site. Fraport offers employees a series of non-payscale benefits. Supplementary company social benefits are granted equally to all employees (as appropriate, pro rata in accordance with the scope of employment). This also applies - unless a specific length of service is a prerequisite for entitlement - irrespective of whether the employment relationship is temporary or permanent. The Group companies in Germany and abroad also have benefits that are above the general pay scale. Most of them take out or participate in supplementary insurance, promote the health of their employees, offer further training opportunities and provide additional support (meal allowance, bus transfer to the workplace, etc.).		8

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 402 Labor/Management Relations 2016 – Management Approach	Annual Report 2020: „Employee-related matters“ p. 109 ff.	https://www.fraport.com/en/investors/publications.html			
GRI 402-1 Minimum notice periods regarding significant operational changes	Homepage: „Code of Conduct for Employees of Fraport AG“ p. 14 section 6.1: Freedom of association and collective bargaining rights	https://www.fraport.com/en/our-group/goals-and-values/compliance.html	<p>Fraport works closely with employee representatives in an atmosphere of trust. Pursuant to the Works Constitution Act, the Works Council must be promptly and comprehensively informed about any changes in the business. This has not been defined in detail or restricted within the framework of the collective agreements. A notification obligation of three months is standard business practice.</p> <p>A total of 68 meetings were held by the parent company’s Works Council in 2020 (including 26 extraordinary meetings and a constituent meeting after elective), while the Group Works Council held 14 ordinary and seven extraordinary meetings.</p> <p>Just as in Frankfurt, Fraport also ensures that employees have the basic right of freedom of association and the right to collective bargaining agreement negotiations at international sites where Fraport has a majority shareholding. We are committed to open cooperation in an atmosphere of trust with democratically elected employee representatives, and we use this process to work toward achieving a settlement that is fair for all interests.</p>	Principle 3	8
GRI 403 Occupational Health and Safety 2018 – Management Approach	<p>Annual Report 2020: "Occupational health and safety" p. 111 f.</p> <p>Homepage: „Policy Statement on Occupational Health and Safety“, „Occupational Health and Safety Management System at the Fraport Group“</p> <p>See GRI 403 Occupational health and safety 2018 in the area of Key figures/Personnel</p>	<p>https://www.fraport.com/en/investors/publications.html</p> <p>https://www.fraport.com/en/our-group/management-systems/occupational-health-and-safety.html</p>			
GRI 403-1 Occupational health and safety management system – Management Approach	<p>Annual Report 2020: "Occupational health and safety" p. 111 f.</p> <p>Homepage: Document „Occupational Health and Safety Management System at the Fraport Group“</p>	<p>https://www.fraport.com/en/investors/publications.html</p> <p>https://www.fraport.com/en/our-group/management-systems/occupational-health-and-safety.html</p>	The occupational health and safety management system at Fraport AG and within the Group, which was introduced on a voluntary basis, is constantly being developed further and optimized. The occupational health and safety management system at the Frankfurt site applies equally for all employees of Fraport AG, its Group companies, and temporary workers at the Frankfurt site. Accident and hazard prevention for third parties and external partners is ensured by defining appropriate contractual clauses and by carrying out necessary safety instructions.		8

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 403-2 Hazard identification, risk assessment, and incident investigation – Management Approach	<p>Homepage: Document „Occupational Health and Safety Management System at the Fraport Group“</p> <ul style="list-style-type: none"> - „3.3 Roles, Functions and Responsibilities“ p. 7 f. - „9.4.1 Hazard Assessments“ p. 15, - „9.4.4 Training Courses and Instructions for Occupational Health and Safety“ p. 16 - „7. Performance Evaluations“ p. 12, - „8. Improvements“ p. 12 <p>Homepage: Sustainability Program in the area of publications</p>	<p>https://www.fraport.com/en/our-group/management-systems/occupational-health-and-safety.html</p> <p>https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility</p>			8
GRI 403-3 Occupational health services – Management Approach	<p>Annual Report 2020: "Occupational health and safety" p. 111 f., "Data protection" p. 108 f.</p>	<p>https://www.fraport.com/en/investors/publications.html</p>	See "Additions and Comments" p. 51		3, 8
GRI 403-4 Worker participation, consultation, and communication on occupational health and safety – Management Approach	<p>Annual Report 2020: "Occupational health and safety" p. 111 f.</p> <p>Homepage: Document „Occupational Health and Safety Management System at the Fraport Group“</p>	<p>https://www.fraport.com/en/investors/publications.html</p> <p>https://www.fraport.com/en/our-group/management-systems/occupational-health-and-safety.html</p>	See "Additions and Comments" p. 51 f.		8
GRI 403-5 Worker training on occupational health and safety – Management Approach			Training concepts in occupational health and safety for managers, employees, safety officers, and first responders are a cornerstone of the health and safety organization at the Frankfurt site. These training concepts are continuously developed on the basis of risk assessments.		3, 8
GRI 403-6 Promotion of worker health – Management Approach	<p>Annual Report 2020: "Occupational health and safety" p. 111 f.</p> <p>Homepage: Document „Fraport health management measures 2020“ in the area of publications.</p>	<p>https://www.fraport.com/en/investors/publications.html</p> <p>https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility</p>	Comprehensive and understandable information on preventive and health-promoting measures is made available to employees via the intranet ("Skynet"), the extranet ("GalaxyNet") and via print products, especially topic-specific flyers.		3, 8
GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships – Management Approach	<p>Homepage: Document „Occupational Health and Safety Management System at the Fraport Group“: 6.2 Third-Party Products and Services Provided" p. 11</p>	<p>https://www.fraport.com/en/our-group/management-systems/occupational-health-and-safety.html</p> <p>https://www.fraport.com/en/our-group/management-systems.html</p>	See "Additions and Comments" p. 52 f.		3, 8
GRI 403-9 Work-related injuries	See GRI 403-9 Work-related injuries in the area of Key figures/Personnel		<p>In 2020, the main accidents were the stumbling/falling accidents in connection with ladders as well as cuts from handling of small machines such as one-handed angle grinders.</p> <p>Recording, investigating, and evaluating accidents at work is carried out in accordance with the German Occupational Safety Act (Arbeitssicherheitsgesetz).</p>		3, 8
GRI 403-10 Work-related ill health	See GRI 403-9 Work-related injuries in the area of Key figures/Personnel		Work-related hazards and risks are collected in detailed risk assessments and regularly checked in occupational health and safety conditions. Based on this, recommendations are made to the employer in order to prevent work-related illnesses.		3, 8

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 404 Training and Education 2016 – Management Approach	Annual Report 2020: „Employee-related matters“ p. 109 ff., „Engagement in the regions“ p. 115 f. (ProRegion Foundation, „Starklar“, „BIFF“)	https://www.fraport.com/en/investors/publications.html https://www.jobs-fraport.de/content/Qualifizierung-und-Entwicklung/?locale=de_DE (only in German)	See “Additions and Comments” p. 54 ff.		
GRI 404-1 Average hours of training per employee	See GRI 404-1 Average hours of training per employee in the area of Key Figures Personnel.			Principle 6	4, 5, 8
GRI 404-3 Percentage of employees receiving regular performance and career development reviews	See GRI 404-3 Percentage of employees receiving regular performance and career development reviews in the area of Key Figures Personnel.			Principle 6	5, 8
GRI 405 Diversity and Equal Opportunity 2016 – Management Approach	Annual Report 2020: „Attractive and responsible employer“ p. 110 f. See GRI 405-1 Composition of employees in the area of Key figures/Personnel Homepage: Sustainability Program in the area of publications.	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility https://www.fraport.com/en/our-group/goals-and-values/diversity.html	See “Additions and Comments” p. 57		
GRI 405-1 Composition of employees	See GRI 405-1 Composition of employees in the area of Key Figures Personnel.			Principle 6	

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 405-2 Ratio of basic salary and remuneration of women to men			<p>Frankfurt Airport is defined as a significant business site, as more than 87% of the Group's employees work at this site.</p> <p>In accordance with the usual structure of collective bargaining agreements, in particular that included in the CBA for public service workers, no gender-specific criteria may be taken into account when assessing activities. Criteria such as knowledge and skills, responsibility, level of difficulty of the activity, or management responsibility must form the basis for assessment. Only the actual job is assessed and not the person who is carrying out the activity. Moreover, positions are usually assessed before they are advertised.</p> <p>In 2017, the so-called "Pay Transparency Act" entered into effect in Germany. This law is intended to promote the transparency of remuneration and remuneration schemes. An important role is given to strengthening collective bargaining coverage and social partnership. Beginning in 2018, the law provides a right to information enabling employees to find out the statistical median pay for workers of the opposite sex in their pay grade.</p> <p>Since the law came into force, only one request for information has been submitted to date (July 2019).</p>	Principle 6	
Human Rights General Management Approach HR	Annual Report 2020: „Respect for human rights“ p. 103 f. See GRI 102-16 Values, principles, standards and norms of behaviour	https://www.fraport.com/en/investors/publications.html	In the period under review, Fraport AG and its subsidiaries did not receive any complaints in connection with human rights submitted through formal, organizational complaint mechanisms.	Principle 1	
GRI 406 Non-discrimination 2016 – Management Approach		https://www.fraport.com/en/our-group/goals-and-values/diversity.html	As a cosmopolitan company with an international perspective, Fraport values the diversity of its employees. Diversity enriches cooperation and promotes innovation and creativity. This is why diversity is a strategic issue for Fraport which the Group systematically fosters in its Diversity Management program. We respect and promote personal differences and work toward ensuring that this is reflected in dealings with others. The Group company agreement entitled "The Conduct of Partnership, Diversity, and Equality in the Workplace" formed the platform for defining key principles such as non-discrimination and equal opportunity for the Fraport Group.		
GRI 406-1 Incidents of discrimination and corrective actions taken			<p>In the reporting period, one legal proceeding was initiated at the Frankfurt site in relation to the German General Act on Equal Treatment (AGG). This concerned claims for compensation for discrimination in a job selection procedure. Fraport AG won the case in 2019, and the judgment is currently under appeal. As a result of the appeal, the first-instance judgment was overturned in 2020 and Fraport AG was ordered to pay compensation to the plaintiff.</p> <p>In 2020, there was another lawsuit with reference to the AGG. This also concerned claims for compensation due to discrimination in a selection procedure. The proceedings were ended by a court settlement.</p>	Principle 6	5, 8

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 407 Freedom of Association and Collective Bargaining 2016 – Management Approach	Annual Report 2020: „Respect for human rights“ p. 103 f. Homepage: „Code of Conduct for Employees“ p. 14 See GRI 102-41 Employees covered by collective bargaining agreements in the area of Key figures/Personnel	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/our-group/goals-and-values/compliance.html		Principle 3	
GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk.	Annual Report 2020: " Consideration of the supply and subcontracting chain specific to the business model" p. 100 f.	https://www.fraport.com/en/investors/publications.html	In the period under review, no business activity or significant supplier was assumed to endanger the free exercise of employees' rights to freedom of association and collective bargaining. Suppliers from countries with an increased risk are reviewed separately. In 2020, we did not place any orders with companies in countries with increased risk.	Principle 3	8
GRI 408 Child Labor 2016					
GRI 408-1 Operations and suppliers at significant risk for incidents of child labor	Annual Report 2020: „Respect for human rights“ p. 103 f. Homepage: „Code of Conduct for Employees“ p. 14/“Code of Conduct for Suppliers“ p. 1	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/our-group/goals-and-values/compliance.html	In the period under review, no business activity or significant supplier was expected to be exposed to a significant risk of child labor.	Principle 5	8
GRI 409 Forced or Compulsory Labor 2016					
GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Annual Report 2020: „Respect for human rights“ p. 103 f. Homepage: „Code of Conduct for Employees“ p. 14/“Code of Conduct for Suppliers“ p. 1	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/our-group/goals-and-values/compliance.html	During the reporting period, no substantial risk of forced labor arose from any business activity nor from any major supplier.	Principle 4	8
GRI 410 Security Practices 2016 – Management Approach	Annual Report 2020: " IT security and airport safety and security" p. 106 ff., " Risk and Opportunities Report" p. 129 ff. Homepage: Sustainability Program in the area of publications	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility https://www.fraport.com/en/our-group/management-systems/safety-management-system.html			
GRI 410-1 Security personnel trained in human rights policies or procedures	Annual Report 2020: " IT security and airport safety and security" p. 106 ff.	https://www.fraport.com/en/investors/publications.html	The education and training of all security personnel occurs in accordance with Group-wide regulatory and internal requirements. At the Frankfurt site, the training requirements apply to security personnel of Fraport AG as well as of the Group company FraSec. The Group company FraSec carries out access checks for vehicles and people as well as goods at access points to the security area on behalf of Fraport AG.	Principle 1	

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 411 Indigenous Rights 2016					
GRI 411-1 Incidents of violations involving rights of indigenous peoples			Fraport respects the rights of indigenous peoples. During the reporting period, there were no incidents affecting the rights of indigenous peoples.	Principle 1	
GRI 412 Human Rights Assessment 2016 – Management Approach	Annual Report 2020: „Respect for human rights“ p. 103 f. Homepage: „Code of Conduct for Employees“ p. 14/“Code of Conduct for Suppliers“ p. 1	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/our-group/goals-and-values/compliance.html			
GRI 412-1 Operations that have been subject to human rights reviews or impact assessments			During the reporting period, none of the investments were subject to a human rights assessment and/or impact assessment.	Principle 1	
GRI 412-3 Investment agreements and contracts that include human rights clauses or that underwent human rights screening	Annual Report 2020: " Consideration of the supply and subcontracting chain specific to the business model" p. 100 f., „ Respect for human rights “ p. 103 f., " Key sites " p. 36 f., „ 2020 – Events at a Glance “ p. 4 f., "Outlook Report" p. 141 ff. Homepage: “Code of Conduct for Suppliers“	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/our-group/goals-and-values/compliance.html		Principle 2	
Community					
General Management Approach SO	Annual Report 2020: „Social Matters“ p. 113	https://www.fraport.com/en/investors/publications.html			
GRI 413 Local Communities 2016 – Management Approach	See Annual Report 2020: „Engagement in the regions“ p. 115	https://www.fraport.com/en/investors/publications.html			
GRI 413-1 Operations with local community engagement, impact assessments, and development programs	See Annual Report 2020: „Engagement in the regions“ p. 115, „Noise abatement“ p. 113 ff.	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/environment/noise-abatement.html https://www.fraport.com/en/our-group/responsibility/stakeholder-dialog.html		Principle 1	
GRI 413-2 Operations with significant actual and potential negative impacts on local communities	Annual Report 2020: „Noise abatement“ p. 113 ff.	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/environment/noise-abatement.html	Airports significantly contribute to economic prosperity through jobs, tax revenue, and excellent transport connections. However, their business activities also have disadvantages which exert negative impacts on local communities. A material aspect here is noise abatement.	Principle 1	

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
AO8 Number of persons displaced by the airport operator and compensation measures	Annual Report 2020: „Respect for human rights“ p. 103 f.	https://www.fraport.com/en/investors/publications.html			
GRI 414 Supplier Social Assessment 2016					
GRI 414-1 New suppliers that were screened using social criteria			During the reporting period, no contracts with major suppliers or contractors were rejected on account of human rights criteria or came into being only due to the inclusion of additional framework conditions. Further screening is therefore not required.	Principle 2	5, 8
GRI 415 Public Policy 2016 – Management Approach	See “Additions and Comments”		See “Additions and Comments” p. 57 f.		
GRI 415-1 Political contributions			The company makes no financial donations to political parties or institutions.	Principle 10	
Product Responsibility					
General Management Approach PR	Annual Report 2020: " Customer satisfaction and product quality" p. 104 ff., "Control" p. 50 ff., "Remuneration Report" p. 59 ff., "Non-financial Performance Indicators" p. 96 ff., Homepage: Sustainability Program in the area of publications	https://www.fraport.com/en/investors/publications.html	A comprehensive feedback and complaint system allows our customers to share their experiences. Whether via Facebook, Twitter, e-mail, phone, letter, in person or via the FRA Airport App, we are available to customers with the aim of providing a final response to every complaint within five days. In 2020, we received almost 3,690 complaints (previous year: approximately 12,800). The decline is largely attributable to the significant reduction in passenger traffic due to the Corona pandemic. The majority of complaints still reach the feedback team by e-mail. The complaints are forwarded to the responsible departments and transferred to a continuous improvement process (CIP).		
GRI 416 Customer Health and Safety 2016 – Management Approach	Annual Report 2020: " Airport safety" p. 107 f., " Noise abatement" p. 113 ff., "Protection of environment and nature" p. 117 See AO9 Number of wildlife strikes per 10,000 aircraft movements in the area of Key Figures Environment. Environmental Statement 2019: "Minimizing the risk of bird strike with biotope management" p. 35	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility https://www.fraport.com/en/business-areas/operations/corporate-safety-and-security.html https://www.fraport.com/en/our-group/management-systems/safety-management-system.html			
Business Continuity and Disaster Management (Airport Operators Sector Disclosures)	Annual Report 2020: " Airport safety" p.107 f., „Risk and Opportunities Report“ p. 129 ff./ "Risks of exceptional incidents" p. 137	https://www.fraport.com/en/investors/publications.html https://www.fraport.com/en/business-areas/operations/corporate-safety-and-security.html			

GRI Indicator	References	Links	Additions and comments	UN Global Compact	Sustainable Development Goals
GRI 416-1 Product life cycle stages for which health and safety impacts are assessed for improvement			The top priority for air traffic is safety. By continuously reviewing all safety-related processes, the training of our staff, and a safety management system, we can maintain the high level of safety at Frankfurt Airport. Increasingly advanced technologies and more and more personnel are being deployed at Frankfurt Airport to guarantee the security of passengers, baggage, and cargo.	Principle 7	
GRI 416-2 Incidents of non-compliance with regulations concerning health and safety impacts			No violations of health and safety standards were reported to Fraport AG for 2020. Fraport AG's occupational health and safety department also did not identify any violations during spot checks.		
AO9 Number of wildlife strikes per 10,000 aircraft movements	See AO9 Number of wildlife strikes per 10,000 aircraft movements in the area of Key Figures/Environment.				
GRI 417 Product and Service Labeling 2016 – Management Approach	Annual Report 2020: "Customer satisfaction and product quality" p. 104 ff.	https://www.fraport.com/en/investors/publications.html	The ongoing economic success of our company depends on the satisfaction of our customers and employees. Prices in line with the market, the quality of services, and the safety and security of processes are crucial factors here.		
Service Quality (Airport Operators Sector Disclosures)	Annual Report 2020: "Customer satisfaction and product quality" p. 104 ff.	https://www.fraport.com/en/investors/publications.html	See "Additions and Comments" p. 58 f.		
Provisions of Services and Facilities for People with Special Needs (Airport Operators Sector Disclosures)		https://www.fracareservices.com/english/			
GRI 417-1 Product and service information required by law		http://www.icao.int/ https://www.fraport.com/en/business-areas/services/purchasing-and-contracting/guidelines-and-payment-terms.html http://www.eu-info.de/static/common/files/view/1294/Amtsblatt_Fluggastrechte_04.pdf	Numerous international and national guidelines and laws regulate air traffic. The Airport User Regulation is also applicable. The EU "Rights of Passengers" are also applicable. Fundamental principles are also defined in extensive ICAO and EU regulations governing air traffic and ground handling services. The Aviation Security Act (LuftSiG), which came into force in 2005, includes provisions covering the checks carried out on air passengers and their baggage (Section 5). It also defines the security measures that have to be taken by airport operators and the airline companies (Sections 8 – 9).		
GRI 417-2 Incidents of non-compliance with regulations concerning product information and labeling			No incidents were recorded for 2020.		
GRI 417-3 Incidents of non-compliance with regulations concerning marketing communications			No sanctions, fines, or warnings on account of the infringement of advertising standards were issued during the reporting period.		
GRI 418 Customer Privacy 2016 – Management Approach	Annual Report 2020: "Data protection" p. 108 f.	https://www.fraport.com/en/investors/publications.html			
GRI 418-1 Breaches of customer privacy			Fraport did not identify any substantiated complaints in 2020.		
GRI 419 Socio-economic Compliance 2016					
GRI 419-1 Non-compliance with laws and regulations in the social and economic area			No breaches are known at Fraport AG.		

Additions and Comments

GRI 102-16 Values, principles, standards and norms of behavior

The guideline “Sustainable building at Frankfurt Airport” was developed for the main site in 2014. This guideline primarily addresses builders and designers and should help to incorporate holistic principles of sustainable construction in the early stages of the project. Building projects at the Frankfurt site make up one of the most resource-intensive areas and significantly contribute to the environmentally unfriendly and climate-damaging emissions. Each building that is not optimized in terms of energy and ecological efficiency represents an ecological burden for decades to come, which can only be rectified – if at all – with extremely high financial expenses. In addition to requirements for low resource consumption, low CO₂ emissions and low operating costs, buildings are increasingly faced with requirements relating to comfort and ease of use. Moreover, the outdated model of placing the sole focus on the cost of a building has now evolved into a multi-dimensional consideration of the building throughout its entire life cycle. Appropriate planning tools are described in detail, showing the impact of planning on the entire life cycle of the building. By implementing a holistic approach, planning reliability can be increased, innovative concepts recognized at an early stage, and active contributions made to reaching climate protection goals.

Organizational responsibility:

The highest decision-making level in the organization for

- > Economic performance: Member of the Executive Board and Executive Director Controlling and Finance (CFO)
- > Employment aspects: Executive Director Labor Relations
- > Environmental aspects: Chairman of the Executive Board (CEO)

Targets and performance:

Homepage: “Sustainability Program” in the area of publications

Monitoring and tracking:

The certified electronic whistleblower system, which is available worldwide within the Fraport Group, is an important tool for preventing and uncovering compliance violations. In addition, Fraport AG has an ombudswoman and an external, independent lawyer at its disposal. Employees at the Frankfurt site can also contact an internal representative.

We have numerous **management systems** to establish responsible corporate governance in the business processes. These include, for example, environmental, health and safety, and quality management. The awareness of the processes implemented in the company and their effectiveness, efficiency, and interaction are essential for sustainable corporate success. In order to maintain the high level of process quality and, if necessary, improve it with the relevant responsible persons, we conduct **internal and external audits** regularly within the scope of the quality management system (see homepage: document “Regulations on management systems”)

Procedures to monitor sustainable performance:

Since 2014, decision-relevant sustainability issues have been discussed in meetings of the Executive Board including the relevant heads of the business, service and central units, which increases their binding nature and is accompanied by an increase in significance. These include passing the materiality matrix and program as well as awarding significant sustainability projects. The Executive Board undertakes monitoring and control of the issues relevant to sustainability.

Key opportunities and risks:

The Fraport Group has a comprehensive, Group-wide risk and opportunity management system. This that risks and opportunities are identified at an early stage, are evaluated, controlled, and monitored in a standardized manner and are transparently communicated using a systematic reporting.

GRI 103-1 Material topics and its boundary

Sustainability Topics	Where do the effects occur in the value chain?		Organization's Involvement with the Impacts	
	Supporting function	In the value-added process	Direct through Business Activity	Through Business Relationships
Corporate Governance and Compliance	x			
Data Protection	x			
IT Security and Airport Safety and Security	x	x	x	x
Customer Satisfaction and Product Quality			x	x
Economic Efficiency			x	x
Growth and Development in the Group		x	x	x
Ideas and Innovation	x		x	
Attractive and Responsible Employer			x	
Occupational Health and Safety	x		x	x
Value Generation and Engagement in the Regions		x	x	x
Noise Abatement			x	x
Climate Protection			x	x
Environmental and Nature Conservation			x	x
Air Quality			x	x

The defined sustainability topics are considered significant Group-wide. Material topics that are regionally different cannot be shown here.

GRI 201-2 Financial implications, risks, and opportunities due to climate change

The Fraport Group has a comprehensive Group-wide risk and opportunity management system to identify, control, and limit risks and detect opportunities. The reference time frame is the rolling 24-month period. As a result of the longer time frames for climate change and the characteristics, the risk and opportunities view is conducted within the environmental management system.

The increase in unpredictable extreme weather events over the past decades that can be attributed to climate change can increasingly be felt in Europe with regard to the operation of airports (for example: increase in heavy rain, severe thunderstorms, hailstorms, wind gusts, fog, as well as the trend towards warmer summers [number of summer days >25°C (77°F) and heat waves] coupled with severe drought). As a result, this will likely lead to more and more to business interruptions, delays, capacity cutbacks, damage to the airport infrastructure as well as rebound effects caused by extreme weather events in both target and home destinations. In summer an increased need to cool the buildings and aircraft on the ground (APU operations) can be expected, which requires more energy and incurs higher energy costs. Hotter and more humid summers may also have negative effects on the health of employees (for example rapid dehydration, increased cardiovascular stress, sunstroke, heatstroke, lightning strikes). An electricity "blackout" due to network instability is also possible, which would affect operational readiness (among other things due to drought-related constraints/failures at thermal power plants) as well as the softening of asphalt on exposed surfaces and thus corresponding potential capacity cutbacks. Failure of data centers due to overheating cannot be ruled out either.

Fraport AG is taking various measures to address the effects of climate change, such as adapting the volumes of rainwater holding tanks, expanding winter service facilities, cooling surfaces relevant to flight operations on hot days and various activities to protect

employees' health. The potentially rising energy consumption in buildings (for example due to more air conditioning) is countered by construction and organizational measures to reduce consumption.

Tighter regulatory requirements due to climate change can also be seen as an opportunity. The development of the energy efficiency requirements, for example, supports the operational efforts to reduce energy consumption as well as the emissions and costs associated with this. The standards are met by measures in existing and new buildings. For example, the head office is certified by DGNB for reducing life-cycle costs via energy savings and selecting easily reusable materials. Fraport expects increasing requirements for the energy efficiency of the vehicles and equipment used on a daily basis, so we are gradually converting our fleet to electric drives.

Physical opportunities exist in the predicted trend of global warming. Fraport could, for example, benefit from the expected increase in average temperatures during the winter months by being able to reduce the cost (resources, personnel, costs) of clearing the site, aprons, and runways. This could also apply to aircraft de-icing. In addition, this would reduce the energy consumed in the terminals and administration buildings during the winter months, and therefore lower CO₂ emissions and costs.

Since 2006, Fraport has regularly reported to CDP. Further Information:

<https://www.cdp.net/en/responses?utf8=%E2%9C%93&queries%5Bname%5D=fraport>.

Annual Report 2020: "Risks of exceptional incidents" p. 137.

GRI 205-2 Communication and training about anti-corruption policies and procedures

Fraport parent company

The management bodies do not receive dedicated training.

The Code of Conduct and the relevant Compliance Guidelines are available to all employees on the internal information platforms.

In its Supplier Code of Conduct, Fraport describes the requirements and principles for collaborations with contractors, suppliers, and service providers. The contractually agreed Supplier Code of Conduct obliges business partners to comply with the applicable national laws and the relevant internationally recognized standards, guidelines, and principles, as also stipulated in the Code of Conduct for Employees.

The central compliance training sessions, particularly on the subject of corruption, are carried out as e-learning lessons. The training concept involved different management levels and functions having the same obligation to undergo training. Of the 9,344 permanent employees (as at the balance sheet date of December 31, 2020), 3,946 workers were obliged to undergo anti-corruption training in 2020 (42.2% of permanent employees). The training module "Compliance - Corruption Prevention" has thus far been completed by 3,270 of these workers (83%).

In addition, classroom training on integrity and corruption risks in individual departments was conducted in the year under review.

Group

Managers and the local compliance officers are responsible for training their employees.

Annual Report 2020: "Anti-corruption and bribery matters" p. 102 f.

GRI 403-3 Occupational health services – Management Approach

Occupational health services is responsible for the care and advice of employees in all matters relating to occupational health protection within the scope of specific medical examinations.

Occupational health services is responsible for almost all pre-employment physical examinations of Group employees at the Frankfurt site. These physicals determine the level of health and fitness of an applicant for the planned activity and his or her ability under the special working conditions at the airport.

In risk assessments of a workplace, the various aspects are described from the point of view of occupational health and safety in cooperation with the company doctors, and the resulting protective measures, training courses, and occupational health care are defined based on these assessments. Advice to managers by occupational health services covers topics such as physical and mental stress.

Special consultations and examinations are also carried out from Frankfurt for our employees abroad.

At the same time, occupational health services supports company integration management and provides comprehensive advice on work assignments for employees with reduced mobility. Interdisciplinary work includes all tasks derived from the Occupational Safety Act §3 as well as from the Occupational Health and Safety Act. This naturally also applies to the professional advice of the works council.

Occupational health services includes, among other things, occupational health care in accordance with Section 3 of the German Occupational Safety Act (ASiG) and the German Ordinance on Occupational Health Prevention (ArbmedVV).

Employees can obtain further up-to-date and comprehensible information via the intranet ("Skynet"), the extranet ("GalaxyNet"), and print products, in particular specific flyers.

[Annual Report 2020](#): "Occupational health and safety" p. 111 f., "Data protection" p. 108 f.

<https://www.fraport.com/en/investors/publications.html>

GRI 403-4 Worker participation, consultation, and communication on occupational health and safety – Management Approach

Employees at Fraport AG have an opportunity to contribute to company processes in the area of occupational traffic safety. Fraport has a system of committees in Frankfurt which focus on occupational traffic safety. Appointments to some of these committees have equal employee and employer representation.

The Fraport Job Safety Committee deals with operational issues relating to occupational safety at the parent company. In 2020, the Committee met three times under the chairmanship of the Executive Director of Labor Relations.

Fraport also actively participates in the further development of occupational health and safety issues in the Group. The basis is the Group Occupational Safety and Health Committee (K-ASA), which was introduced in 2012. In 2020, the Job Safety Committee met twice. The Executive Director of Labor Relations also chaired these meetings.

As a further committee, Fraport at the Frankfurt site operates a Transport Safety Committee, which usually meets once a month. This Transport Safety Committee focuses primarily on increasing traffic safety in the operational and apron areas.

All employees, including temporary staff, are informed about the procedures relevant to the workplace in the committees and on the results from the bodies and committees at the Frankfurt site in the work and safety training.

Poster campaigns also take place at the FRA site to expand and optimize communication and exchange information. This type of communication is particularly meant to reach employees in the operational areas. Information on important topics on safety and health is also provided by placing posters in frequented places, such as cafeterias or lounges.

[Annual Report 2020: "Occupational health and safety" p. 111 f.](#)

[Homepage: Document „Occupational Health and Safety Management System at the Fraport Group“](#)

<https://www.fraport.com/en/investors/publications.html>

<https://www.fraport.com/en/our-group/management-systems/occupational-health-and-safety.html>

GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships – Management Approach

At the Frankfurt site, the overarching prevention measures and safety regulations are enshrined in the principles, guidelines, rules and regulations, such as general airport regulations, terminal regulations, or traffic and admission rules.

There is a high risk of accidents on construction sites. For this reason, occupational safety measures still require the full attention of the principal and the executing company. The Occupational Health and Safety unit provides advice for all construction projects throughout the entire period of the project. The basis for this advice is the generally binding regulation on the construction site in addition to the Hesse building regulations (HBO). The occupational health and safety coordinators in the unit monitor compliance with these regulations.

Occupational safety on construction sites of Fraport AG

According to the German Construction Site Ordinance (BaustellV), the building contractor bears the overall responsibility for safety and health protection on its construction site. EU Directive 92/57 was implemented into German national law with the BaustellV and the occupational safety at Fraport AG implements the provisions of BaustellV. This includes, for example, a suitable site safety coordinator (SiGeKo) or registering a construction project with the Occupational Safety Authority.

The tasks of the SiGeKo include advising the project team in the planning phase, drawing up the health and safety plan (SiGe Plan) and the documents for subsequent work phases. Briefing the contracted companies about the SiGe plan, carrying out inspections of construction sites, or coordinating occupational safety issues are part of the execution phase.

New construction, remodeling, and refurbishment measures make an important contribution to the development of the site, helping to ensure that passengers and business partners can use the airport safely, comfortably, and profitably.

As a building contractor, we strive to actively influence the processes of the contracted companies and thus to have a positive influence on the health and safety of health on our construction sites.

At the beginning of the Corona pandemic, all contracted companies were therefore contacted centrally and informed about the hygiene measures to be taken on the construction sites and the provision of mouth-nose-covering.

As a result, hygiene stations with soap dispensers and disposable towels were set up, notices with important rules on personal conduct were posted, the cleaning intervals of the sanitary rooms were shortened, the equalization of time for the joint use of common and changing rooms and the obligation to wear mouth-nose-covering when working without a safety distance were initiated. In addition, required construction and project briefings were minimized or conducted online. Briefing meetings were also implemented primarily in an online format to minimize contact.

Managing and coordinating occupational safety are fundamental elements of our philosophy. Despite continued mechanization, employees on construction sites are still exposed to increased stress and risks. In particular, the constantly changing weather conditions, working in forced postures, handling heavy machinery, and new building materials lead to increased physical stress and can result in accidents.

Ensuring safety and health protection on construction sites is complex and requires foresight. From the outset, builders, coordinators, and contractors must work together to prevent the project from being affected by disruptions or accidents. The protective measures must be as diverse as the risks to employees.

In addition to the design of the communal areas, such as the break, changing, and sanitary rooms, this includes preparing the project-specific risk assessment as well as the instructions for demolition, assembly, or dismantling to be subsequently drawn up by the parties responsible. As a result of this teamwork, only 7 (2019: 12, 2018: 6) accidents occurred on our construction sites in 2020 of which 4 were reportable accidents with lost time of more than 3 working days. In 2020, there were no work-related accidents resulting in deaths on construction sites of Fraport AG. Increasingly occurring accident types are fall accidents in connection with ladders and cut injuries when handling small machines such as single-handed angle grinders and cutting tools such as cutters.

Fraport AG has a local occupational safety network, SiFRA-BAU. Once a year, occupational health and safety convenes a meeting with network partners. The agenda includes presentations, discussions as well as exhibitions on current occupational health and safety topics and products, which are organized by the network partners and external specialist speakers. The network consists of Fraport managers, representatives of occupational health and safety authorities, supervisors of professional associations, and managers and security specialists from construction and maintenance companies working at Frankfurt Airport. Due to the Corona pandemic, the occupational safety network's event, SiFRA-BAU, did not take place in 2020.

Homepage: Document „Occupational Health and Safety Management System at the Fraport Group“: 6.2 Third-Party Products and Services Provided" p. 11

<https://www.fraport.com/en/our-group/management-systems/occupational-health-and-safety.html>

<https://www.fraport.com/en/our-group/management-systems.html>

GRI 404 Training and Education 2016 – Management Approach

Human resources development

In the light of the growing challenges such as international competition in the air transport industry, as well as passengers' and airlines' expectations and a continuing focus on earnings, the objective is to foster our employees' personal, professional, social and methodological skills. This allows us to ensure a high service quality as well as to secure attractive jobs in the long term. We therefore maintained our basic human resources development guidelines during the pandemic and the resulting air traffic crisis:

Continuously developing one's own abilities and skills is an essential part of private and professional life today. As a company, we promote the individual willingness to learn and develop with a wide range of training and qualification programs in the areas of languages, IT, management and leadership, communication, and technical training. We support employees in their roles as specialist and executive professionals with individual coaching programs. We gradually introduce employees to the challenges and opportunities of digitization with new learning formats.

We take our employees' wishes in relation to their own personal development within the company seriously. Our leadership work is characterized by continuous learning and mutual trust. We endeavor to enable individual development measures – with a constant eye on the corporate objectives. For the management of our employees, we require creativity, openness, fairness and interest in the individual. This creates an ideal framework for dealing with each other based on trust and a motivating working environment.

We support special target groups and designated talents through longer-term development programs, for example through various mentoring programs in cooperation with universities and other companies.

We enable our employees to take part in recognized continuing training activities, e.g. to become professional managers, engineers or master craftsmen, as well as postgraduate courses at universities. In many cases we also offer scholarships for part-time MBA programs that meet the company's interests.

Digitalization and new forms of work require a number of new skills, which we have increasingly addressed since 2018. These so-called 'future skills' (based on a study by the Stifterverband from 2018) include 'traditional skills' such as problem-solving ability, adaptability, project management, creativity and entrepreneurship, and personal initiative as well as, in particular, 'basic digital skills' such as the use of common software, careful and informed handling of online data, critical examination of one's own digital activities, digital learning, collaboration, and agile work forms.

At the beginning of 2020, "Mindful Leadership" trainings were offered in specialist and managerial development for management levels 4 and 5 and specialists in order to further strengthen self-perception, self-regulation, mindfulness, and self-leadership in the target group.

Due to the increased digitization of our learning content, the extensive automation of our processes, and the flexibility of our training acquisitions, we were able to further guarantee system-relevant personnel development for qualification maintenance in specialist positions beginning in March 2020, while at the same time quickly implementing significant cost savings.

A significant proportion of our employees worked from home with MS Teams beginning in March 2020. We helped them to increase their basic digital skills and self-management by expanding our range of digital learning incentives (getAbstract, learning videos, ActionBound) to include so-called learning nuggets, virtual mini-trainings on MS Teams with small groups and guided virtual learning tandems. This offer will be expanded in 2021.

In addition, the classic e-learning modules (SMS-building-e-learning for executives, relaunch of flight operational knowledge, Fraport Emergency Team, DGR development for person category 10 and many others) has been continuously expanded.

Since April 2020, a significant proportion of our employees have also been on short-time work schedules. In order to offer them attractive opportunities for their personal development in this situation, we as an employer provided special university offers for short-time workers (including Nano Degrees from Wilhelm Büchner University) and enabled access to the digital training offer of the ZEIT Academy free of charge to all employees of Fraport AG in their free time from June to September 2020. Many of them took advantage of this offer:

590 Fraport employees used their free time for further education and completed almost 1,000 learning modules and 166 series of seminars at the ZEIT Academy in just three months. The most popular courses included: "Psychology of leadership," "Personality," "Convincing communication," "Digital Leadership," and "Intercultural Competence."

In 2020, the budget of the Fraport parent company for external training was €490,000 after a reduction to maintain systemically important qualifications over the course of the year.

In the face of an employment market that continues to favor employees and an already noticeable lack of skilled workers, there are no extensive or even surplus reserves of specialist and managerial staff in the Fraport Group. This situation intensified in the course of the program for voluntary termination to reduce the number of staff during the pandemic. In order to achieve company and growth targets, internal development and support measures were therefore particularly necessary this year. In this context, internal job placements and the targeted deployment of employees offer the greatest added value for the Fraport Group. Talent search and retention also played a central role in the new appointments of management and specialist positions within the context of the Relaunch 50 restructuring measures.

Effective at the end of the year under review, it is no longer necessary to distinguish between professional and project careers, which are difficult to differentiate, if at all, since an alternative career path as an expert has been created. The continuity of career paths as an expert will be established for the first time at the development level equivalent to management levels 3 and 4 by new matrix functions M3 and M4, respectively. For the first time, these matrix structures enable flexible work in project structures without the need to continually create new organizational units. They are essential prerequisites for implementing the new organizational structures within the framework of Relaunch 50.

The aforementioned personnel development measures relate to the Fraport parent company. Open seminars and talent management are also offered at Group companies at the Frankfurt site. Foreign participations are supported on a case-by-case basis.

Training

In 2020, Fraport completed its fiftieth year of vocational training. At the same time, 2020 was marked by the impact of the COVID-19 pandemic, which hit the aviation sector hard. Despite these difficult conditions, Fraport continues to offer vocational training, albeit to a lesser extent than in previous years. With 89 apprentices and dual-course students in 25 different training occupations and study programs, the number at the start of training in 2020 was for the first time well below the target of at least 110. The two special programs to prepare for vocational training in accordance with Section 68 of the German Vocational Training Act were continued to a lesser extent. Nonetheless, Fraport is still one of the largest training companies in the region and, with its portfolio of occupations aimed at different target groups, accompanies young people on their way to obtaining state-recognized certificates or diplomas. Fraport once again invested ten million euros in training young professionals in 2020.

Vocational training always has a medium-term effect. Needs must be forecasted in qualitative and quantitative terms at the time of the start of an average three-year vocational training or dual course of study. Thus, it was an unavoidable fact that there were not enough graduates in the training occupations for 2020, even though the target sections were consulted on a regular basis regarding their needs. Due to the crisis in the aviation sector, which is reflected, at least in the medium term, in reduced staffing requirements, Fraport now faces the challenge of creating career prospects for those young people who will complete their training or degree program in the coming years. Until now, Fraport has always ensured that all apprentices, regardless of their training occupation and degree program, can acquire professional experience, at least for a limited period of time. A decision was made to maintain the previous scheme for the graduates who completed their examinations in the summer of 2020 and to transfer all technical graduates of vocational training to a permanent employment contract and all commercial training graduates to a temporary one-year employment contract. In addition, all apprentices and dual-course students with a vocational or university degree in 2021 will be employed for at least six months.

Vocational training remains essential for Fraport, regardless of the current situation, in order to attract qualified young talent. In the medium to long term, it can be assumed that Fraport will once again have a need for skilled workers, which will then be met by specialists trained in-house. Accordingly, the field of vocational education and training has been quantitatively restructured.

Around 80 training positions in around 20 different occupational profiles were offered for the 2021 training year, which began in summer 2020. The reduction of the job portfolio was achieved, among other things, by decreasing internal differentiation within individual occupations. This ensures a sufficient number of young skilled workers in the medium term.

Furthermore, many training fairs were not held, nor did the usual information events take place at schools in the region as part of vocational orientation.

The still high number of training courses presented some major challenges in carrying out trainings in the company. Home office, short-time work schedules, and the restructuring of the business units made the company workflows for apprentices as well as the practical phases for dual-course students more difficult.

Distance learning was introduced as a new option for apprentices and dual-course students. As in all schools, the majority of the vocational school lessons for our apprentices as well as the lectures at the universities for the dual-course students took place in virtual environments. The implementation of the so-called basic training for our technical training occupations in the training workshop was particularly challenging. Here, with the exception of a few weeks in the spring of 2020, the teaching continued and in part alternated between on-site and online instruction, all the while adhering to hygiene guidelines to the greatest extent possible. Technical skills in particular can hardly be taught online, if at all.

The implementation of the interdisciplinary seminars in 2020 has also been affected by the impact on schools and educational institutions. At the beginning of 2020, for example, only a few seminars in the context of political education were held with our partner, the Anne Frank Educational Center in Frankfurt. Fraport also wants to continue to help our apprentices and dual-course students form their values and will, among other things, continue to offer the seminar "Democracy Professionals at Work" in cooperation with the Anne Frank Educational Center in early summer 2021.

Annual Report 2020: „Employee-related matters“ S. 109 ff., „Engagement in the regions“ p. 115 f. (ProRegion Foundation, „Starklar“, „BIFF“)

<https://www.fraport.com/en/investors/publications.html>

https://www.jobs-fraport.de/content/Qualifizierung-und-Entwicklung/?locale=de_DE (only in German)

GRI 405 Diversity and Equal Opportunity 2016 – Management Approach

A Diversity Board – Diversity Steering Committee – has been in place at Fraport since 2017. This Diversity Board is led by the diversity officers and is tasked with implementing the diversity strategy and ensuring adherence to the diversity goals. Executives from the management teams of the business, service, and central units are represented in the Diversity Board.

At the same time, the Diversity Council was founded; it is tasked with supporting the diversity strategy as well as the goals and measures in technical terms and specific to each unit. The Diversity Council consists of representatives of the different work areas at Fraport.

The Diversity Board and Diversity Council are bodies of the Fraport parent company and its units. Subsidiaries at the Frankfurt site are also represented in the Diversity Steering Committee and have an advisory function.

In the reporting year, the Diversity Steering Committee met twice in virtual form due to the restrictions imposed by Corona.

Activities of Diversity Management at Frankfurt site (selection):

- Pilot project: „Respect guides in the joint venture“ of ground handling services
- Brochure: „Respect My Boundaries“

People with disabilities

The inclusion of people with health and physical constraints in all areas of employment at the company was defined as a goal in the inclusion agreement of the Fraport parent company in 2020. This inclusion agreement applies to all people with disabilities in the recognition process in accordance with Section 152 of the German Social Code IX and to - all people with a degree of disability (GdB) of at least 50 and equivalent persons who are in an employment relationship with Fraport.

We offer the same opportunities to people with disabilities or limitations so that they can be promoted and develop their skills just as other employees. The designated group of people is supported by all those involved in the development process in order to obtain suitable jobs. Since qualifications are crucial for the chances of finding an adequate job, all qualification options must be open to all employees. Fraport sees the skills and abilities of each employee, but is also aware of the individual performance limitations. The effects of these restrictions are discussed in an open dialog between the representation of the severely disabled, the employer, and the disabled person, and a practical and professional solution is pursued. Fraport also uses third parties, such as the Integration Specialist Service, the Employment Agency, or the Integration Office.

Fraport is working to ensure that the contents of the inclusion agreement are taken into account in the Group companies in Germany.

Annual Report 2020: „Attractive and responsible employer“ p. 110 f.,

See GRI 405-1 Composition of employees in the area of Key figures/Personnel

Homepage: Sustainability Program in the area of publications.

<https://www.fraport.com/en/investors/publications.html>

<https://www.fraport.com/en/newsroom/media-center/publications.html#responsibility>

<https://www.fraport.com/en/our-group/goals-and-values/diversity.html>

GRI 415 Public Policy 2016 – Management Approach

Fraport has a broad network of institutionalized, structured communication media to promote dialog and a regular exchange of views with our stakeholder groups.

Working with trade organizations is a top priority for Fraport. Involvement in trade organizations promotes the exchange of information and cooperation with other airports and airlines on current issues relating to traffic policy and sector-specific matters. ADV and the BDL focus on Germany's importance as a traffic hub. ACI EUROPE and ACI WORLD address issues relating to European and international air traffic. In Europe, the exchange between hub airports is particularly important, as common positions, strategies and solutions can be agreed here. Working with trade organizations involves a range of different specific issues (e.g., environmental policy, safety measures, passenger rights, infrastructure development, Single European Sky, etc.). The Fraport Executive Board also plays an active role in the management bodies of the industry associations.

See also <https://www.fraport.com/en/our-company/fraport/about-us/european-topics-associations.html>.

Fraport gives input on proposed legislation through its membership in the industry organizations Task Force for German Commercial Airports (ADV) (see <https://www.adv.aero>), Airports Council International (see <http://www.aci.aero>) Europe and World. Since November 2020, the Chairman of the Fraport AG Executive Board, Dr. Stefan Schulte, has been serving as the honorary president of the German Commercial Airports (ADV) for a second two-year term. Fraport is also a member of the Federation of the German Air Traffic Industry (BDL) (see <http://www.bdl.aero/>). BDL focuses on the importance of air traffic as an economic factor for Germany and aims to highlight its contribution to safe mobility, climate and environmental protection. We are working together with committees within these organizations to prepare positions on air traffic issues. This includes personal interviews, white papers, and positions on projected legislation and political initiatives. Information on personal interviews and individual opinions is subject to data protection.

Published white papers are available on the aforementioned websites of the associations:

<https://www.adv.aero/sevice/downloadbibliothek/#pp> (in German)

<https://www.bdl.aero/en/topics-and-positions/>

Two examples on relevant, current legislative procedures are:

Air security controls and climate protection - Information and positions:

<https://www.bdl.aero/en/topics-and-positions/safety-and-operation/safety-has-top-priority-in-air-transport/>

[https://www.adv.aero/wp-content/uploads/2019/07/ADV-PM-16-2019-Unser-Klima-unser-Beitrag-Flughafenverband-ADV-stellt-Maßnahmenpaket-vor.pdf_\(in_German\)](https://www.adv.aero/wp-content/uploads/2019/07/ADV-PM-16-2019-Unser-Klima-unser-Beitrag-Flughafenverband-ADV-stellt-Maßnahmenpaket-vor.pdf_(in_German))

Service Quality (Airport Operators Sector Disclosures)

Service quality is measured by the following instruments:

1. Fraport passenger survey on customer satisfaction

Due to the rapid spread of the new coronavirus around the globe in the first quarter of 2020 and the resulting drastic decline in international air traffic, including at the Frankfurt hub, the Fraport-MONITOR passenger survey could not be continued as planned in 2020. Instead of the roughly 24,000 passengers originally forecasted, only 14,375 passengers were surveyed in the year under

review regarding their satisfaction with Frankfurt Airport. Under these extraordinary circumstances, the Executive Board temporarily suspended the Fraport-MONITOR passenger survey on March 21, 2020. Between the end of April and the end of July 2020, Fraport conducted a total of four short-term surveys at the Frankfurt site, each with around 600 interviews, on the topic of "Traveling during the coronavirus pandemic," while also asking about global satisfaction. At the beginning of August, the Fraport-MONITOR was resumed with 1,500 interviews per month in view of the increasing number of passengers in summer travel, but only at Piers A/Z and B and in the departure gate C1 which were in operation. The extensive reduction in passenger services, the high number of closed stores and eateries/restaurants, as well as the low occupancy of parking garages and public transport facilities led to a reduction in the number of satisfaction criteria from 47 to 11. In addition, satisfaction with the health and infection protection at Frankfurt Airport was included. Four questions have also been added concerning business and private travel planning for 2020 and 2021, provided the coronavirus pandemic can be successfully contained.

In the first quarter and in August 2020, the survey was conducted every other calendar day at the departure gates where all departing passengers are personally interviewed prior to boarding. Between September and November 2020, as a result of the renewed decline in passenger numbers at Frankfurt Airport, the survey was conducted on only one in four calendar days, and in month of December, which was shortened by the Christmas holidays, the survey was on every third calendar day. In the last month of 2020, the number of interviews to be conducted was reduced again, from 1,500 to 1,000.

Analysis: The proportion of passengers (on a scale where one is best and six is worst) who selected one of the best assessment options ("top box") was analyzed in 2020 in terms of global satisfaction and individual aspects along the passenger process chain. For example: Overall satisfaction calculated on the basis of this method amounted to 91% in 2020, i.e., 91 out of 100 surveyed passengers gave a score of 1 or 2 to the question "How satisfied were you overall with Frankfurt Airport today?." Global satisfaction was collected using the same method in the short surveys on "Traveling during the coronavirus pandemic" carried out between the end of April and the end of July 2020. These results were also included in the calculation of the annual top box value as well as the Q2 and Q3 values for global satisfaction in the year of the COVID-19 pandemic.

2. Direct feedback system

In addition to the interviews conducted as part of the Fraport passenger survey, a direct feedback system in the sanitary facilities, security and information counters was implemented at Frankfurt Airport in 2016 in order to measure the quality of service at these locations. Passengers evaluate the service they experience directly at or after the processing point by pressing a green, yellow or red smiley button (scale of 3). The individual evaluations are transmitted within seconds in "real time" to the server for assessment. On the one hand this permits the systematic measurement and evaluation of service quality in the various processing areas (ex post), as well as the operational use of the data to manage the processes. In 2020, a total of 1.7 million passenger feedbacks were submitted.

We are also in continuous dialog with our business customers and partners. The regular meetings held by our customer advisory councils, working groups with the airlines as well as the meetings of the service quality committee (SQC) are part of established dialogs.

Annual Report 2020: "Customer satisfaction and product quality" p. 104 ff.

<https://www.fraport.com/en/investors/publications.html>

Environmental Auditor's Declaration on Verification and Validation Activities

The environmental assessment organization Institut für Umwelttechnik Dr. Kühnemann und Partner GmbH, represented by the undersigned Mr. Ulrich Schmidt with the registration number DE-V-0366, accredited or approved for NACE 52.23, was commissioned by Fraport AG to provide an independent limited confirmation of certain environmental indicators published in the GRI and UN Global Compact Index 2020 under the registration number DE-125-00032.

Scope of the verification

The key figures audited pursuant to the requirements of the Global Reporting Initiative can be found in the chapter Key Figures, section "Environment" and under GRI 300: ECOLOGY. The scope of this validation includes the key environmental figures for

> Fraport parent company
at the Frankfurt Airport site for 2020.

Audit approach

We performed the following activities as part of the audit:

- > Audit of the key environmental figures based on the principles of
 - Regulation (EC) no. 1221/2009 of the European Parliament and the Council of November 25, 2009 on the voluntary participation by organizations in a Community eco-management and audit scheme (EMAS)
 - DIN EN ISO 14001
 - DIN EN ISO 17021 and
 - DIN EN ISO 19011


Conclusion

Based on our assessment, no facts have become known to us that would lead us to believe the audited figures are not adequately represented.

Reporting criteria

Fraport AG applies the Global Reporting Initiative Standards (GRI-referenced) within the scope of the sustainability reporting. The Fraport AG Executive Board is responsible for preparing the sustainability report in consideration of the aforementioned guidelines.

Frankfurt/Main, March 4, 2021



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Layout

The report was created with the SmartNotes system.

Disclaimer

In case of any uncertainties which arise due to errors in translation, the German version of the GRI Report is the binding one.

Rounding

The use of rounded amounts and percentages means slight discrepancies may occur due to commercial rounding.

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